# The Strength of Cities

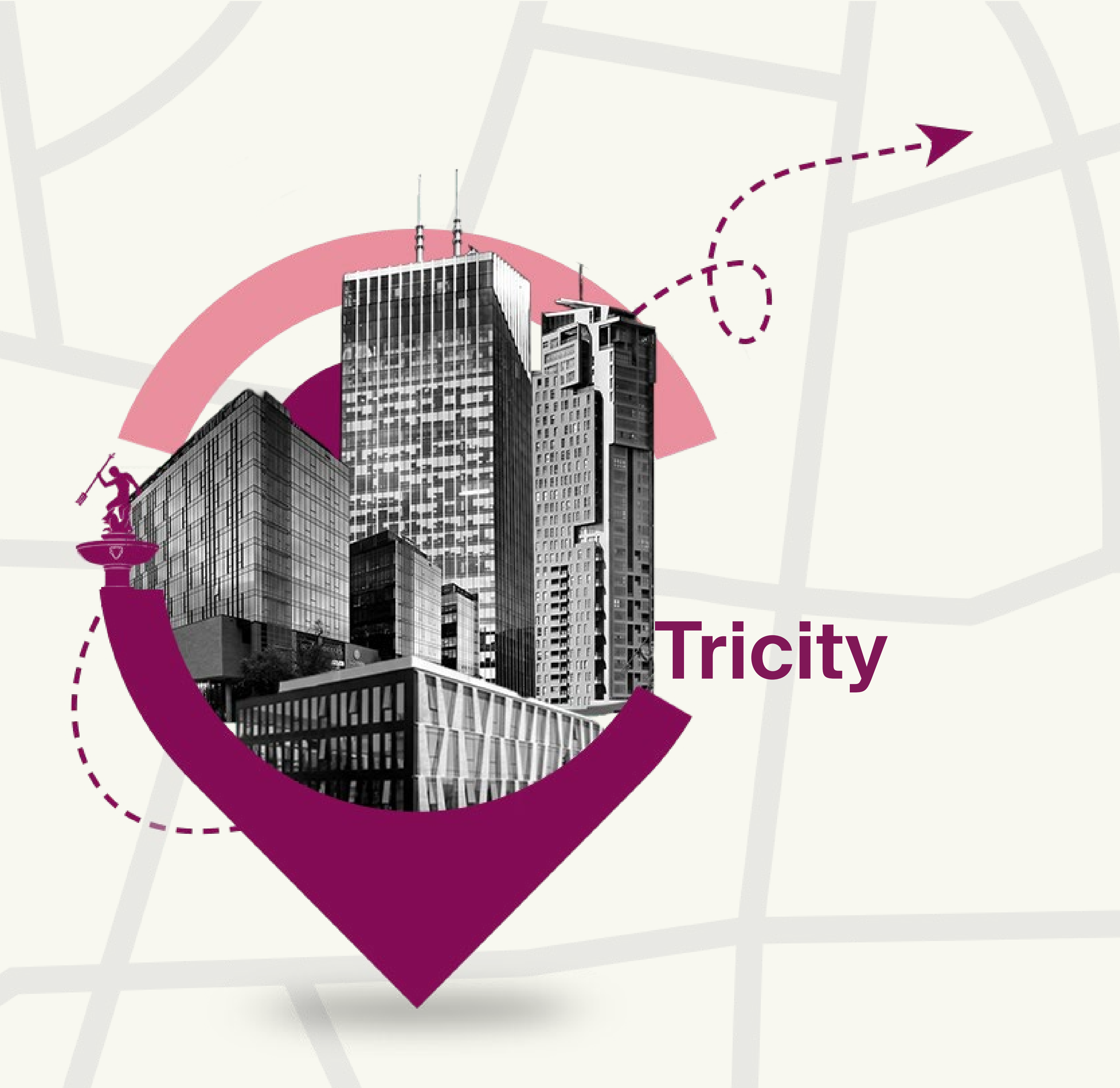
Knight Frank

## City attractiveness, office market, HR trends

H1 2026

The office market sentiment, the investment potential of the city and the labour market.

*knightfrank.com.pl/en/research*




*Prepared in cooperation with*

Invest in Pomerania
We care more

Michael Page

# Tricity

Agglomeration area
**1,102** sq km

Agglomeration population
**~760,000** (2025)

Population forecast for agglomeration
**~1.58m** (2030)

Migration balance
**(+) 790**
(Tricity)

Unemployment rate
**3.1%**
(03.2026, GUS)

GDP growth
**9.7%**

GDP per capita
PLN **89,995**

Average salary (gross)
PLN **11,952.72** (Gdańsk)
(in the business sector, 03.2026, GUS)

## Investment attractiveness

Rankings

**1ST PLACE** in the European Business Services Association in the category **Most Dynamically Developing City in Poland 2025**

**3RD PLACE** in the ranking of Mid-Sized European Re-gions of the Future 2025 - **FDI Strategy**

**3RD PLACE** in the Mid-Sized European Regions of the Future 2025 - in the category of **Business Friendliness**

**European Entrepreneurial Region 2020**

Gdańsk, Gdynia and Pomeranian Voivodeship in **TOP 10 of fDi European Cities and Regions of the Future 2022/2023** ranking. Pomeranian Voivodeship in the category fDi strategy - medium-sized regions. Gdańsk was awarded a distinction as a business-friendly medium-sized city, and in the category of small cities, fDi strategy - Gdynia

## Investment incentives

### INVEST IN POMERANIA
Invest in Pomerania is a regional initiative supporting both foreign and domestic investors in establishing businesses in the Pomeranian region. It offers comprehensive support, from facilitating contact with local administration and business partners, to organizing reference visits and preparing economic reports. All services are provided free of charge, as Invest in Pomerania's main goal is the economic development of the Pomeranian voivodeship.

### Economic zones
Employment grant and investment grant in the form of CIT exemptions.

### Government support
Employment and investment cash grant for investors.

### Live more. Pomerania
A dedicated informational campaign by the Pomeranian voivodeship, spearheaded by the Invest in Pomerania initiative. The aim is to attract potential employees, both from outside the region and internationally, actively seeking employment opportunities or contemplating a career change.

## Quality of life

Rankings

**1ST PLACE** for Gdynia in the LivCom Awards 2023 for SDG for **improved landscapes and public spaces**

**3RD PLACE** for Gdańsk in **Quality of life category** in Emerging Europe Awards, 2020

**2ND PLACE** for Gdańsk in quality of life category during last 5 years according to **Report on the Quality of Life in European cities**

**66TH PLACE** in Europe – **Quality of Life** Index by Numbeo

**4RD PLACE** in the overall life satisfaction ranking (after Zurich, Copenhagen, and Groningen) in the **ThinkLodz 2023** survey

**145TH PLACE** in the world – **Quality of Life** Index by Numbeo

## Quality of life in numbers

- Gdańsk systematically monitors quality of life and residents' satisfaction.
- According to Report on the Quality of life in European Cities, 2020, Gdańsk residents declare satisfaction with life in the city at - 97%.
- Bronze award - Gdynia as an example of clean living quality, The International Awards for Liveable Communities 2021.
- In Gdynia there is a position in local government structure of vice-president for quality of life, who is responsible for education, health and smart city activities.
- In 2021, Gdynia joined the ranks of five cities in the world receiving ISO 37122 certification, a distinction designed for cities that effectively create and implement a sustainable development strategy using available technologies.
- Air protection program for the City of Gdańsk.
- Development of the groundwater monitoring system in the area of Gdańsk, Sopot and the commune of Pruszcz.
- 664 thousand hectares of forests to ru.n

Bike paths
**293,7** km

Green areas
**123** sq km

## Facts & Figures

Number of students
**86,400**

Number of graduates
**19,521**

Number of universities
**24**

Airport - distance to the City centre
**15** km

Airport - number of passengers
**6,714,149** (2024)

BSS sector - number of centres
**223**

BSS sector - number of employed
**40,500**

# Tricity

H1 2026

Existing stock
**1.08m** sq m

Supply under construction
**18,000** sq m (-40.5% YoY)

Vacancy rate
**10.4%** (-2.2 p.p. YoY)

New supply
**13,000** sq m (+100% YoY)

Take-up
**70,600** sq m (+32.3% YoY)

## Coworking operators in Tricity

Spaces | Regus | Chilliflex | O4 | Collab

## Standard lease terms in new buildings

Service charge
PLN/sq m/month
**18.00-31.00**

Rent-free period
**1-1.5** month
for each contract year

Fit-out budget
EUR/sq m
**100.00-300.00**

**Tricity remains one of Poland's key and most mature office markets. The region's modern office stock exceeds 1 million sq m, although the pace of new supply growth has slowed considerably in recent years. Despite limited development activity, leasing activity remained strong in the first half of 2026, contributing to a further decline in the vacancy rate. At the end of the second quarter, vacancy remained among the lowest across Poland's major regional office markets.**

### SUPPLY

At the end of Q2 2026, Tricity's total modern office stock stood at 1.08 million sq m. The market is heavily concentrated in Gdańsk, which accounts for approximately 75% of total stock, primarily along Grunwaldzka Avenue and within the historic city centre. Gdynia represents around 21% of the market, while Sopot accounts for the remaining 3%.

Development activity remains very limited. Since the beginning of the year, office stock has increased by nearly 13,000 sq m following the completion of the Punkt office building, which was also the first office scheme delivered to the market in six quarters.

Currently, only 18,300 sq m of office space remains under construction, of which approximately 10,300 sq m is scheduled for completion before the end of the year.

### TAKE-UP

In Q2 2026, leasing volume reached nearly 20,600 sq m, representing a 24% year-on-year decline. Despite weaker activity in the second quarter, performance for the first half of the year remained strong. Driven by exceptionally high occupier activity in the opening months of the year, total take-up reached almost 70,600 sq m, up 32.3% year-on-year.

The structure of take-up shifted towards new lease agreements, which accounted for more than 59% of total take-up, reflecting changing occupier strategies and a greater willingness to relocate. Lease renewals, which had dominated the Tricity office market over the past three years, saw their share fall to 35% of total leasing volume in the first half of 2026. Expansions also made a positive contribution, accounting for more than 6% of total take-up.

The sectoral structure of take-up remained diversified, highlighting the broad occupier base active in the local market. Companies from the IT and manufacturing sectors were the most active, generating 27% and 20% of total leasing volume respectively. Other notable occupier groups included firms from the logistics sector (9%) and retail chains (5%).

### VACANCY RATE

The vacancy rate in Tricity continued its downward trend, reaching 10.4% at the end of Q2 2026, a decrease of 0.4 percentage points quarter-on-quarter and 2.2 percentage points year-on-year.

As a result, Tricity maintained its position as the regional office market with the lowest vacancy rate among Poland's major cities, surpassed only by smaller markets such as Szczecin, where the vacancy rate stood at 8.4%.

Looking ahead, stable occupier demand combined with constrained new supply is expected to support vacancy levels remaining relatively low in the coming quarters.

### RENTS

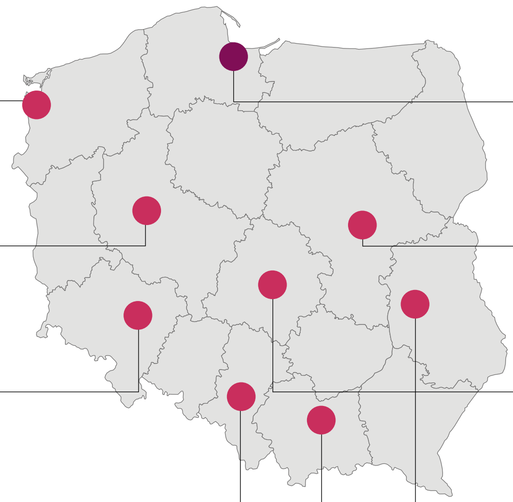
As of the end of Q2 2026, headline office rents in Tricity remained stable, typically ranging between EUR 11.00 and EUR 16.00 per sq m per month. Prime office space in newly developed schemes may, however, command rents above this range.

Service charges also remained stable, generally ranging between PLN 18.00 and PLN 31.00 per sq m per month.

# Office market in Poland

H1 2026

- **Existing stock** **13m sq m**
- **New supply** (H1 2026) **119,000 sq m**
- **Take-up** (H1 2026) **724,000 sq m**
- **Supply under construction** **153,000 sq m**
- **Vacancy rate** **13.1%**



**SZCZECIN**
182,000 sq m
8.4%
EUR 10-14.5

**POZNAŃ**
678,000 sq m
11.5%
EUR 11.5-16

**WROCŁAW**
1.35m sq m
21.8%
EUR 11-16

**KATOWICE**
728,000 sq m
22.2%
EUR 10-14.5

**TRICITY**
**1.08m sq m**
**10.4%**
**EUR 11-16**

**WARSAW**
6.24m sq m
8.5%
EUR 12-32

**ŁÓDŹ**
651,000 sq m
19.8%
EUR 9-15

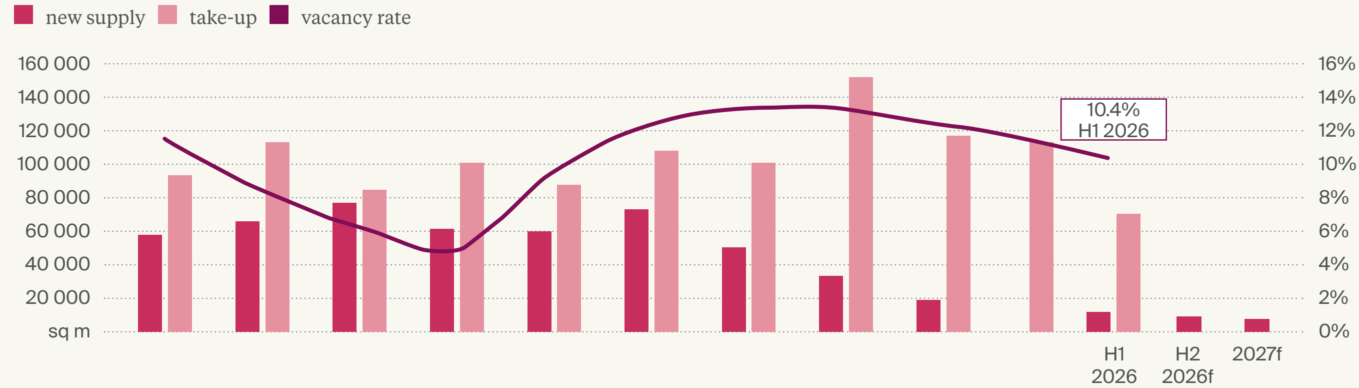
**LUBLIN**
225,000 sq m
10.5%
EUR 9-13

**KRAKOW**
1.87m sq m
19.0%
EUR 10-18

- office stock - vacancy rate
- asking rents (per sq m per month)

Source: Knight Frank

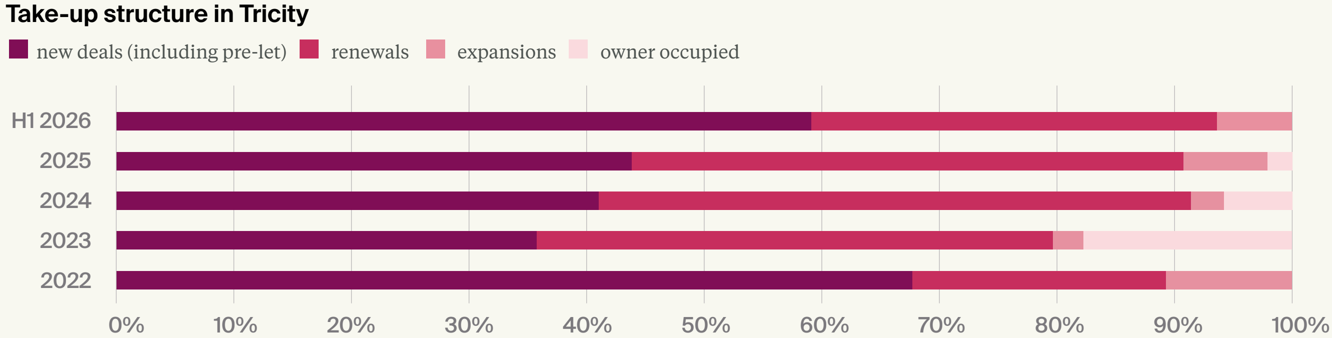
## Annual new supply, take-up and vacancy rate in Tricity




f-forecast based on schemes under construction

Source: Knight Frank

## Take-up structure in Tricity




Source: Knight Frank

## Michael Page

# Nearshoring as a catalyst for evolving skills and new market demands

**Nearshoring has become one of the defining forces reshaping European industry. As geopolitical uncertainty continues to prompt organisations to strengthen the resilience of their supply chains, relocating manufacturing and operational activities closer to end markets has evolved from a strategic consideration into a commercial imperative. Supported by its mature infrastructure and strategic location, Poland has firmly established itself as one of Europe's principal beneficiaries of this structural shift.**

**The scale of this transformation is reflected in the logistics sector, where modern warehouse stock surpassed 37 million square metres in 2026 - exceeding the combined capacity of the Czech Republic, Romania and Hungary. Yet buildings alone do not create competitive advantage. As increasingly sophisticated production and operational functions move closer to customers, the decisive factor becomes access to leadership and specialist expertise capable of managing far more complex business environments. Human capital has become as critical to investment success as physical infrastructure.**

### THE EVOLUTION OF INDUSTRIAL LEADERSHIP

The profile of industrial leadership has undergone a profound transformation. Manufacturing and supply chain executives are no longer judged solely by operational excellence; they are increasingly expected to shape corporate strategy, improve profitability and translate operational performance into sustainable enterprise value.

This shift coincides with a broader transformation across Polish businesses. As many organisations navigate generational succession, demand is rising for leaders who combine commercial judgement with the ability to lead organisational change, build resilient teams and develop long-term succession strategies.

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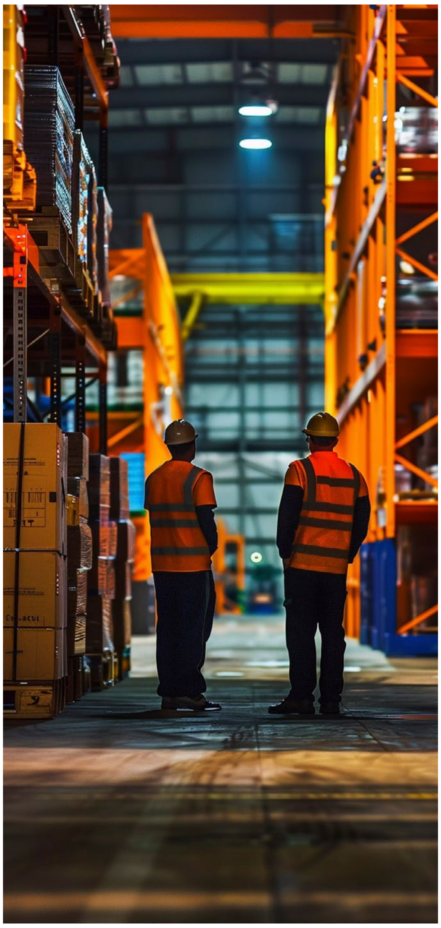
### THE COST OF DELAYED HIRING

These changing expectations are reshaping executive recruitment. Faced with ongoing economic uncertainty, organisations have become significantly more cautious when appointing senior leaders. Recruitment processes now involve additional assessment stages, extensive market mapping and increasingly rigorous benchmarking.

Caution, however, comes at a cost. In a market where experienced industrial executives remain scarce, lengthy recruitment processes frequently result in the strongest candidates accepting competing opportunities. Our experience at Michael Page consistently demonstrates that organisations capable of combining thorough



> "In a market where experienced industrial executives remain scarce, lengthy recruitment processes frequently result in the strongest candidates accepting competing opportunities. "

evaluation with decisive action are those most likely to secure exceptional leadership talent.

## A NEW GEOGRAPHY OF TALENT

Nearshoring is increasingly aligning investment decisions with talent availability rather than infrastructure alone. While established hubs such as Warsaw, Wrocław, Łódź and the Silesian region remain central to Poland's industrial landscape, investors are also looking towards emerging regions with distinctive human capital advantages.

West Pomerania offers an attractive combination of quality of life and executive mobility. The Tri-City region benefits from the convergence of advanced business services, manufacturing and logistics, creating a deep pool of internationally experienced leaders. Meanwhile, the Lublin region provides a strong academic ecosystem and relatively untapped labour market, enabling businesses to build sustainable operations without entering an aggressive competition for talent.

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As nearshoring continues to redefine Europe's industrial landscape, access to leadership capability—not simply location - will increasingly determine which organisations and regions are best positioned for long-term growth.

*Author: Jakub Świderski,*
*Senior Executive Manager,*
*Michael Page*

# Contacts

in Poland

**+48 22 596 50 50**
**www.KnightFrank.com.pl**

**CEO**
Charles Taylor
charles.taylor@pl.knightfrank.com

**RESEARCH**
Dorota Lachowska
dorota.lachowska@pl.knightfrank.com

**COMMERCIAL AGENCY - TRICITY**
Dorota Mielke
dorota.mielke@pl.knightfrank.com

**CAPITAL MARKETS**
Krzysztof Cipiur
krzysztof.cipiur@pl.knightfrank.com

**VALUATION & ADVISORY**
Małgorzata Krzystek
malgorzata.krzystek@pl.knightfrank.com

**STRATEGIC CONSULTING EMEA**
Jaromir Sejud
jaromir.sejud@pl.knightfrank.com

**INDUSTRIAL AGENCY**
Przemysław Piętak
przemyslaw.pietak@pl.knightfrank.com

As one of the largest and most experienced research teams operating across Polish commercial real estate markets, Knight Frank Poland provides strategic advice, forecasting and consultancy services to a wide range of commercial clients including developers, investment funds, financial and corporate institutions as well as private individuals. We offer:

- strategic consulting, independent forecasts and analysis adapted to clients' specific requirements,
- market reports and analysis available to the public,
- tailored presentations and market reports for clients.

Reports are produced on a quarterly basis and cover all sectors of commercial market (office, retail, industrial, hotel) in major Polish cities and regions (Warsaw, Kraków, Łódź, Poznań, Silesia, Tricity, Wrocław, Lublin, Szczecin) and PRS sector in Poland. Long-term presence in major local markets has allowed our research team to build in-depth expertise of socio-economic factors affecting real estate market in Poland.

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**PARTNER OF THE PUBLICATION:**

**CONTACT TO INVEST IN POMERANIA:**
Al. Grunwaldzka 472 D
Olivia Business Centre - Olivia Six
80-309 Gdańsk

+48 (58) 32 33 256
office@investinpomerania.pl

Invest in Pomerania is a regional non-profit initiative bringing together institutions responsible for the economic development of Pomerania. Supports foreign investors in the implementation of investment projects in Pomerania, providing support at every stage ofinvestment process and building the investment attractiveness of the region.

**CONTACT:**
**Jakub Świderski**
Senior Executive Manager, Engineering
jakubswiderski@michaelpage.pl
+48 798 507 665

www.michaelpage.pl