

The IT/ICT sector in Poland

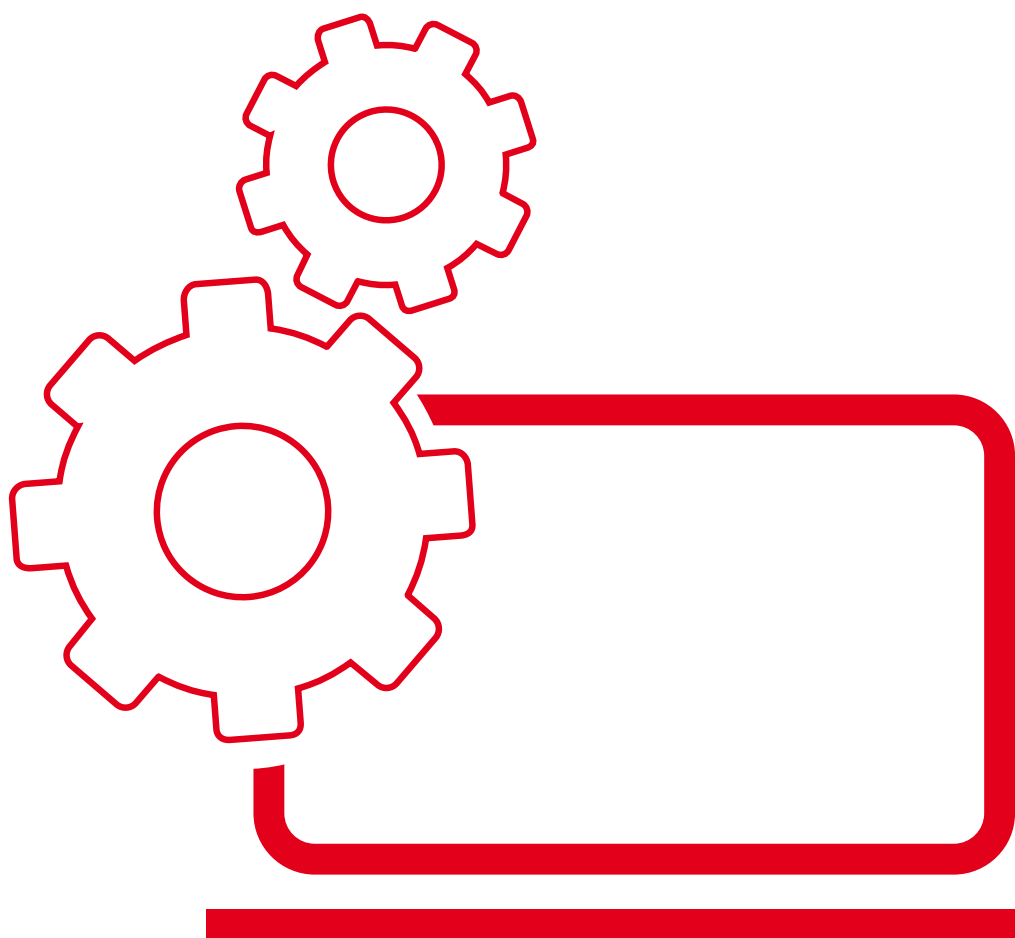
Report 2025



European Funds

for Smart Economy

The IT/ICT sector of Poland – report 2025



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Introduction

Krzysztof Gulda

Acting President of the Polish Agency for Enterprise Development (PARP)

Foreword

The modern economy cannot function or evolve without innovative IT and telecommunication solutions. Today, IT/ICT technologies permeate nearly every sector -from medicine and biotechnology to finance, logistics, and manufacturing. They form the backbone of e-commerce, enable smart automation, and drive the development of Industry 4.0, artificial intelligence, and the Internet of Things. These technologies are no longer optional – they are essential to competitiveness, resilience, and sustainable growth.

The Polish IT/ICT sector stands out as one of the most innovative and fastest-growing segments of our economy. With a projected market value of over USD 31 billion in 2025 and expectations to exceed USD 51 billion by 2030, Poland is transitioning from a service provider to a global innovation hub. In 2024 alone, over 11,000 new IT companies were established, with many focusing on advanced analytics, AI, and automation. Our IT service exports reached EUR 14.25 billion in 2023, with a strong presence in demanding markets such as the United States, Germany, and the UK.

This transformation is driven by the talent and creativity of Polish engineers, developers, and entrepreneurs, supported by a robust education system and a growing innovation ecosystem. However, it is also the result of long-term strategic support from public institutions – especially the Polish Agency for Enterprise Development (PARP).

For years, PARP has played a key role in promoting Polish IT/ICT companies abroad. Between 2016 and 2023, we implemented the Polish IT/ICT Promotion Program, co-financed by the European Union, which enabled hundreds of small and medium-sized enterprises to present their solutions at leading global trade fairs and conferences. Building on this success, PARP will continue to support the sector through the new edition of the program in 2024–2029, organizing national stands and facilitating international cooperation.

We understand that growth brings challenges. The sector faces a significant talent gap, especially in cybersecurity and data analytics, and digital literacy among the general population remains below the EU average. Addressing these issues requires coordinated efforts across government, academia, and industry. PARP is committed to supporting these efforts through programs that enhance digital competencies, foster innovation, and strengthen the international competitiveness of Polish companies.

Looking ahead, the Polish IT/ICT sector is well-positioned to thrive in the global digital economy. With strategic investments, a strong entrepreneurial spirit, and continued institutional support, Poland can become a leading force in shaping the future of technology.

I invite you to explore this report and discover the opportunities that lie ahead for the Polish IT/ICT sector. Let us continue building a future where technology drives progress, resilience, and prosperity.

Poland in numbers, 2024

Population



37.75
million

Economy Rank



21st
in the world

Trade exchange

\$ 380.3 **\$ 379.5**

Exports

Imports

Unemployment rate

5.1 %

(as of December 2024)

Gross Domestic Product (GDP)



\$ 809.2 billion

2023

GDP per capita

\$ 24.81

2024 prices

GDP growth rate

2.9 %

2024

Source: Statistics Poland, World Bank, International Monetary Fund

Polish ICT Industry

As Statistics Poland outlines in its publication 'Information society in Poland in 2024', there were approximately 2,850 active ICT companies in Poland employing at least 10 people each. 9 out of 10 companies offered ICT services, and roughly three-fourths provided IT services. The number of employees working in the industry has reached 325,000, and nearly 9 out of 10 worked in ICT services. Despite a slight downturn in the sector following the COVID-19 pandemic, the Polish ICT industry remains robust.

In 2023, the sales of IT and ICT services of Polish companies amounted to nearly PLN 270 billion (EUR 62 billion) and increased by a CAGR of 2.6%, which is a downward trend caused by numerous factors such as the prolonged war in Ukraine, supply chain crisis, and lower demand both on local and external markets. Nonetheless, in 2023, Poland exported more IT services than Japan or South Korea.

Over the past decade, Polish IT services have made a significant contribution to the country's overall economic growth. For the record, we witnessed the sector's fourfold revenue growth and nearly eightfold increase in export value. Approximately one-third of the revenue earned by ICT service companies comes from exports. Furthermore, Polish ICT equipment and components manufacturers stream two-thirds of their revenue from foreign sales. During this period, unrelenting growth in exports doubled the sector's share in the country's GDP.

The ICT industry is one of the leaders in R&D spending in Poland and is not shy when it comes to investing in innovations. In 2023, expenditure on research and experimental development increased by 14.1% YoY up to nearly PLN 9.5 billion (a little over EUR 2 billion). More than 90 percent of expenditure was incurred by enterprises providing ICT services.

Companies in the ICT sector

Although the total number of entities operating in the ICT sector in Poland is estimated to be at least 100,000, roughly 2.8% employ 10 or more people, with the majority representing the SME sector. And although the history of Polish ICT dates back to the late 1940s, most companies were established after 1989, with a focus on software development, equipment production, and communication technologies. In 2023, the number of enterprises hiring 10 or more persons in the ICT sector totalled 2,847, among which 92.7% offered ICT services.

Polish ICT in numbers (2023)



Over

100 000

entities*, of which **2 847**

employ **10** or more people



The industry generated over

€62BN

PLN 269.8 BN

in sales and grew by

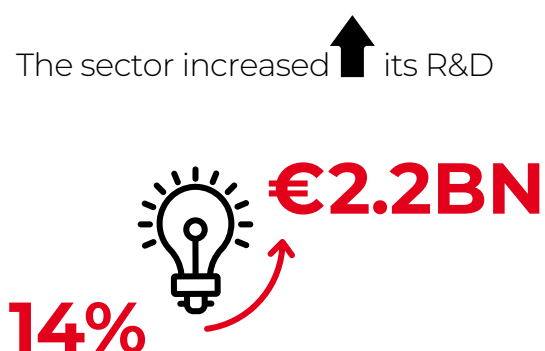
2.6%YoY

what corresponds to



7.4%

share in total products and services



Over **9** in **10** offer ICT services of which **3/4** are IT services



The split between male and female in IT sector is

85% to **15%**



2/3

of ICT hardware manufacturers' income is generated through exports

Whilst the last decade witnessed the dynamic development of technological startups and 'software houses', i.e., entities developing software in Poland, whose number is estimated at around 1,500, the sector is currently undergoing a structural transition through mergers and acquisitions. This market consolidation is a response to general trends in the global ICT industry that emerged after the pandemic: overemployment during the COVID-19 pandemic, an unstable geopolitical situation, and other challenges. Nonetheless, the general sentiment for growth remains quite optimistic, and as industry insiders remark, new challenges are always accompanied by new opportunities for growth.

According to Fitch Solutions, 2024 was to bring a double-digit increase in the value of the Polish IT market, by 19% year-over-year, to the level of PLN 140 billion [roughly EUR 35 billion]. On the other hand, Dun & Bradstreet data indicate that between January and September 2024, over 11,000 new IT companies entered the market. Mostly in Warsaw and Krakow, the largest technology hubs in Poland. A substantial part of these newly established companies focus specifically on niche areas with significant growth potential, including automation and data analytics based on AI.

Polish ICT companies are not only operating on the EU Single Market, but some of them are competing on a global level and have opened local offices in the United States of America and Japan.

A significant portion of their revenue is generated abroad, often accounting for more than half of their total revenue.

While the sector is dominated by entities focused on services and software development, numerous companies deliver physical products, including IoT beacons, 3D printers, memory devices, consumer electronics, and even robots. Notably, the only European memory storage manufacturer originates from Poland.

The talent abundance

Poland has some of the most talented coders in the world, scoring the highest in international rankings, such as HackerRank, SkillValue by Pentalog, or the Global Skills Ranking by Coursera. According to the latest 'HackerRank Competition', Polish programmers are among the best in the world, ranking third, just behind China and Russia.

According to various sources, the number of Polish programmers might be as high as 400,000 – the highest in CEE countries. What makes them so unique is the high quality of education in the fields of engineering and information technologies. Poland is one of the best-educated countries in the EU, with 32.4% of its population holding a university degree or its equivalent. In 2023, nearly 40,000 students in Poland graduated from full-time engineering disciplines, and almost 74,000 were studying ICT-related fields, which is currently one of

the most popular areas of study in Poland. Overall, there were 1.245 million students enrolled in higher education in Poland at the end of 2023, as Statista points out. The country is also becoming an increasingly attractive destination for foreigners pursuing a career in the ICT industry.

Digital society and economy

Data Reportal indicates that by early 2025, Poland was home to 29 million social media users, which translates to 75.6 percent of the total population. Approximately 34.5 million individuals are using the internet, resulting in an online penetration rate of almost 90 percent. These figures wouldn't be possible without robust infrastructure. GSMA Intelligence's data suggests that 97.1% of mobile connections in Poland can now be considered "broadband", meaning they connect via 3G, 4G, or 5G mobile networks. GSMA data also shows that there were nearly 54 million cellular mobile connections at the beginning of 2025.

The latest report on the digitization of the Polish economy and society, prepared by Statistics Poland, shows that 38 percent of companies invest in ICT equipment and solutions on a regular basis. Furthermore, 5.9% of all companies in Poland have introduced AI solutions and use them regularly, a figure that has almost doubled in just two years.

Thanks to internet technologies, Poland is also becoming more sophisticated

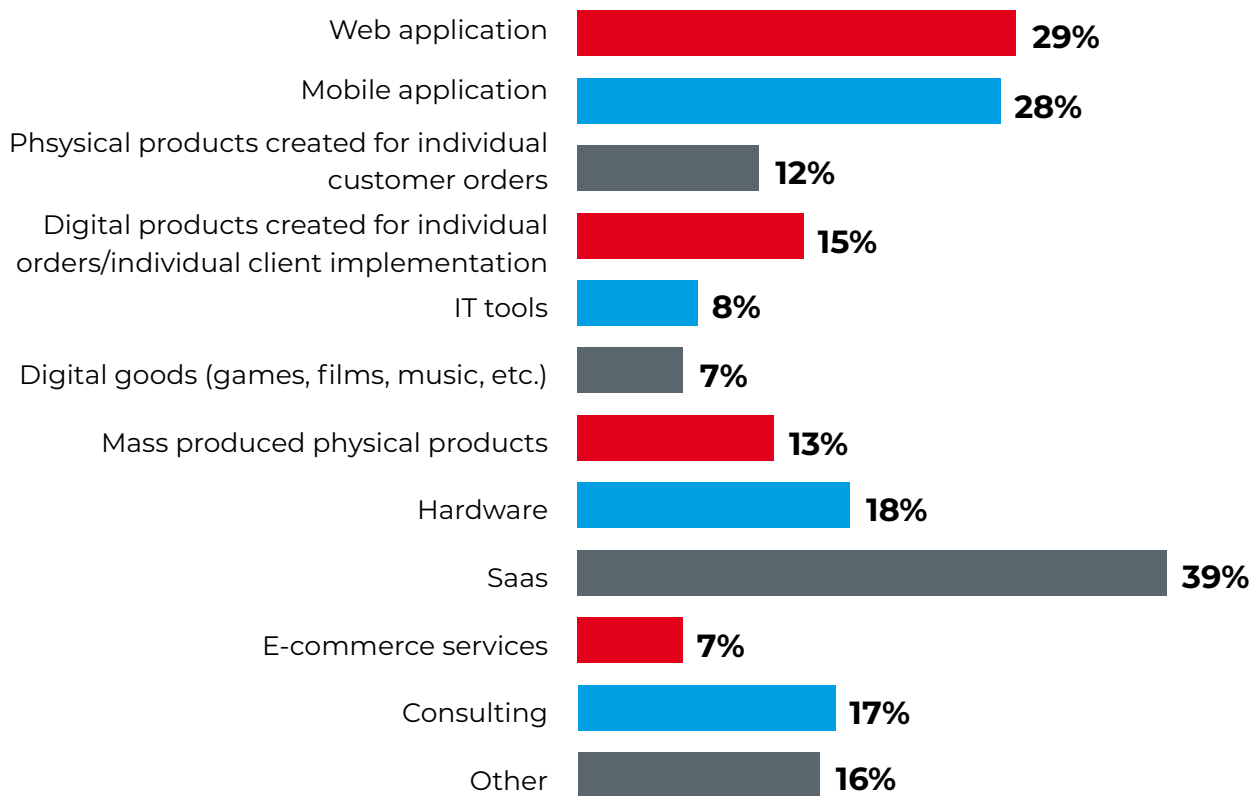
in public services that can be accessed from the comfort of one's own home, saving hours of queuing, commuting, and making personal visits to public offices. For example, Polish authorities have introduced several IT solutions in the field of e-administration, which enable the citizens to register a company, exchange official letters, schedule appointments with doctors, renew IDs, settle the taxes and even de-activate the personal identification number to avoid bank frauds and loan extortion if there is a suspicion that the number was leaked and intercepted by the criminals. Thanks to the mObywatel app [which translates as 'mobile citizen'], citizens have access to all crucial services provided by the Polish administration.

Technological start-ups

According to the Startup Poland Foundation, there are over 3,300 startups in Poland, with most operating for up to five years, and nearly 20% exceeding this timeframe. In 2024, Polish Startups raised a total of EUR 2.3 billion in VC funding, representing an increase of approximately 30% compared to the previous year. In the first quarter of 2025, Polish technology companies have already raised EUR 442 million, which is 78 percent of the investment value from the same period of 2024.

As market experts point out, the value of technology companies in Poland has increased by over 150 percent since 2020, making the country one of the fastest-

What do Polish startups offer



Source: Startup Poland 'Polskie Startupy 2024' report

growing markets in Central and Eastern Europe.

In the 2024 edition of Deloitte's Technology Fast 50 annual report, 17 of the 50 fastest-growing tech companies in Central Europe were from Poland, and 5 of them made it to the top 10. Polish technological companies are also consistently ranked among the top in key European rankings, including those by the Financial Times and Statista, for the fastest-growing companies in Europe.

Private funding and business angel support are complemented by EU and state budget financial schemes specifically designed for promising start-ups. For example, the recently launched

Startup Booster Poland program, coordinated by the Polish Agency for Enterprise Development [PARP], gathers 9 funds with over 150 companies in their portfolios, with total capitalization exceeding PLN 650 million [roughly EUR 165 million].

Nearly 40 percent of Polish start-ups operate under a SaaS business model, and roughly one-third are focused on mobile and web applications. What is interesting is that every 1 out of 6 offers hardware or mass-produced digital products. And last but not least, over half of Polish startups (56%) use AI to increase work efficiency, and for 13% of them, AI is a key component of their business model.

Global ICT market overview

On the one hand, there are geopolitical tensions, looming wars, and trade protectionism. On the other, the growing demand for digitalization, cloud computing, AI-powered software, and the widespread adoption of 5G Networks. Fortunately, it seems that opportunities will outweigh the risks. The global ICT markets, both software and hardware, are projected to experience substantial growth over the next few years.

Services and software

The Global IT services market is poised for a significant revenue surge, with projected revenue of USD 1.5 trillion by 2025. The United States is expected to account for one-third of all global revenue, according to Statista. The market is expected to grow at a CAGR of 4.05 percent within the 2025-2030 timeframe and reach USD 1.83 trillion. IT outsourcing is poised to dominate the market, with a projected market volume of nearly USD 600 billion. The average spend per employee is expected to reach nearly USD 400 by 2025.

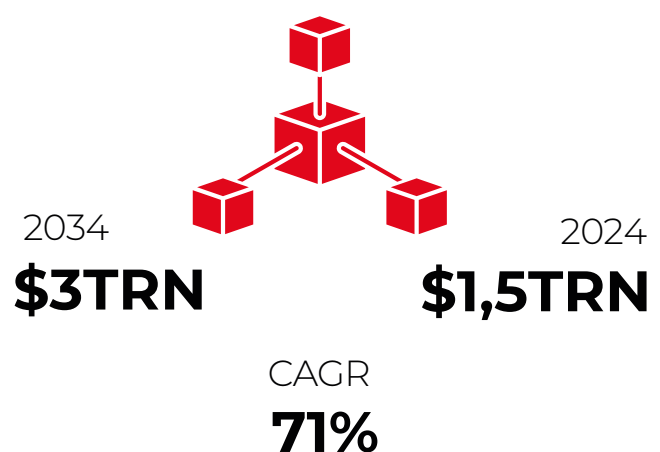
Even more optimistic forecasts are provided by Precedence Research. According to its estimates, the global IT services market, which was valued at USD 1.5 trillion in 2024, is expected to grow to nearly USD 3 trillion in just a decade, expanding at a CAGR of 7.1 percent from 2025 to 2034.

As Statista points out, the primary driver of market expansion is the constant demand for broad adoption of cloud computing. The United States leads the global market with a strong emphasis on cloud

computing and digital transformation initiatives. The healthcare and financial sectors are among the industries that are driving this growth.

In Europe, apart from cloud computing, there is an increasing demand for cybersecurity services, with Germany and the UK being the primary driving forces. On the other hand, in the Asia-Pacific Region, the market is expected to grow due to the increasing adoption of digital technologies and the rise of e-commerce. China and India are among the countries that are driving this growth.

Global ICT services and software market size



Source: Precedence Research <https://www.precedenceresearch.com/it-services-market>

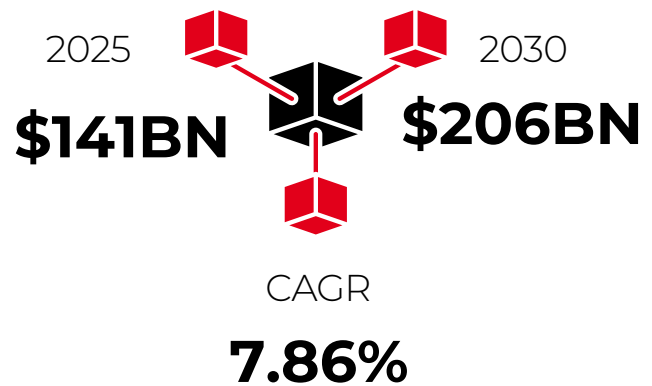
Hardware and equipment

The global ICT hardware market is expected to grow in tandem with services and software, achieving similar growth rates, despite geopolitical tensions, sanctions on Russia, and the looming threat of trade protectionism. According to Research and Markets in 2025, the ICT hardware market is estimated to be worth USD 141.15 billion and is projected to reach USD 206.05 billion by 2030, with a CAGR of 7.86 percent. This includes a wide range of products, such as personal computers, laptops, servers, storage devices, networking equipment, and peripherals.

The newest prediction by Statista indicates that among computer devices, tablets are expected to lead the market, while desktop PCs will be the slowest-growing market segment by 2029.

The market value estimates may differ substantially, depending on the methodology and data provider. For example, The Business Research Company valued the global market for sole computer hardware at roughly USD

Global ICT hardware and equipment market size



Source: Research and Markets

715 billion in 2024, with strong growth expected over the next few years, reaching USD 972 billion in 2029 at a CAGR of 6.3 percent.

The growth is primarily attributed to the expanding remote work infrastructure, sustainable hardware practices, smart city development, digital transformation initiatives, and the increasing adoption of remote work. Significant trends shaping the market landscape include edge computing, AI and machine learning integration, modular and upgradeable systems, biometric security integration, and hybrid and multi-cloud environments.

Leaner structures, more efficient delivery models, and a stronger focus on profitability

Interview: Paweł Pustelnik (SoDA)

Vice-President of the Software Development Association Poland

How the industry has transformed after the pandemic and what the future holds for the sector – we discuss the current IT industry landscape with Paweł Pustelnik, Vice-President of the Software Development Association Poland (SoDA), the largest Polish organization that groups software development companies.

Polish Agency for Enterprise Development: **Two years ago, you stated that the sector was in a phase of rebound – mergers and acquisitions had painted the industry's landscape, consolidating it. Is it still happening? How would you describe the current state of the industry? Any noticeable differences?**

Paweł Pustelnik: That rebound matured into a more selective and strategic form of consolidation. Two years ago, we witnessed a surge in M&A activity driven by the post-COVID boom, cheap capital, and a sense of urgency to scale. Now, deals are more cautious – still present, but often driven by capability expansion (e.g., adding cybersecurity, cloud, or AI portfolios) rather than pure headcount scaling.

The industry today is stable, though not exuberant. Growth rates slowed down, but we interpret this as normalization, not a crisis. Companies learned to operate with leaner structures, more efficient delivery models, and a stronger focus on profitability. What is different? Much more emphasis on value-added services, less tolerance for purely “body-leasing” models. Clients are also more procurement-savvy – ESG, security, and AI-readiness are now part of the initial RFP.

As AI and Gen AI continue to boom and more businesses embrace them, will they have an impact on employment and potential layoffs within the sector?

PP: Yes — but not in a uniform way. GenAI is not just a trend; it's a fundamental shift. Some low-code and mid-level developer tasks will be increasingly automated, which could affect certain roles. But in practice, we see that it's more of a productivity enhancer than a job killer — at least for now.

Ironically, AI is generating more demand for specialized talent — ML engineers, data scientists, prompt engineers, and AI ethicists. There is a real talent gap there. The companies that actively upskill their workforce and integrate AI into their toolchains are more competitive and resilient.

Lay-offs? They happen — especially in companies that overhired during the pandemic peak. But we shouldn't confuse cyclical corrections with systemic collapse. Tech is still one of the most resilient employment sectors — even in turbulent times.

How would you describe the general sentiment on the global ICT market? Many believe that the future seems uncertain and unstable, with a complex geopolitical situation, an ongoing war in Ukraine, tension between the US and China, and an energy crisis, among other factors, that may impair demand for ICT products and services.

PP: Cautious optimism. Yes, the geopolitical climate is complex — and yes, decision cycles for IT investments are longer. But technology is now a necessity, not a luxury. What we are seeing is not a collapse in demand, but a shift in its nature.

Cybersecurity, AI, digital sovereignty, and cloud compliance — these are no longer optional. In fact, the more unstable the world gets, the more governments and enterprises invest in systems that make them future-proof. Polish companies, thanks to their flexibility and proximity to Western markets, are well-positioned to respond to this demand.

Do you notice any new trends or shifts in the industries that source software? What sectors are your main clients currently, both in Poland and abroad?

PP: There is a notable rise in demand from energy, healthcare, public sector, and finance — especially in projects linked to automation, compliance, and sustainability.

In Poland, public tenders have become more tech-savvy, with a stronger emphasis on quality and strategic alignment than just pricing. Abroad, our companies are increasingly tapped for projects in insurance tech, logistics, and e-commerce.

Another trend: more startups and scale-ups in the West are treating Polish partners not just as vendors, but as co-creators. That is a shift we welcome as it brings us closer to innovation, not just implementation.

Geographically speaking, what are the most popular export destinations for companies grouped in SoDA? Do you notice any new trends in foreign expansion? Are there any new attractive markets on the horizon?

PP: Germany, the UK, the Nordics, and the US remain the top destinations. However, we are seeing increased activity in the DACH region, which encompasses Germany, Switzerland, Austria, and the Benelux countries.

Interestingly, some companies are expanding into non-obvious markets: the Middle East, Japan, and even Africa. This is usually driven by niche expertise or strategic alliances. Another trend is nearshoring within the EU as clients are deliberately avoiding offshore due to data security and geopolitical risks.

SoDA actively supports this international growth by organizing trade missions, joint promotional efforts, and building ties with foreign chambers of commerce.

In your opinion, what are the biggest advantages of the Polish software development scene, and how would you encourage potential foreign clients to consider working with Polish ‘software houses’?

PP: First — the talent. Poland boasts one of the most competitive IT talent pools in Europe, characterized by a strong engineering education and an excellent command of the English language.

Second — the culture of delivery. Polish teams are pragmatic, solution-oriented, and used to working with demanding Western clients. They’re agile not only in their methodology, but also in their mindset.

Third — regulatory and cybersecurity awareness. Polish software houses are increasingly aligning with EU regulations (e.g., GDPR, NIS2, CSRD), which is essential for clients operating in tightly regulated industries.

And finally — we're not just coders. Polish companies offer end-to-end consulting, from product design through UX/UI to DevOps and post-launch scaling. We're creative, fast, and reliable — and we play to win.

SoDA is the largest software provider association in Poland, grouping companies that together employ 50,000 people. What is your mission, and why is it good to be amongst SoDA's ranks?

PP: Our mission is clear: to integrate, represent, and empower the Polish software development sector, both domestically and abroad. SoDA was founded to create a common platform for sharing knowledge, voicing industry needs, and advocating for favorable regulatory conditions.

Being part of SoDA means being part of a trusted community. Our members benefit from real-time market insights, legal and business support, joint promotional efforts abroad, and a strong voice in dialogue with public institutions. We also facilitate cooperation, not competition, which, paradoxically, helps companies grow faster. From collective procurement to peer-to-peer knowledge sharing, the value of membership is both strategic and operational.

Drivers and trends shaping the global ICT Industry

Cloud computing, IoT, Gen AI, and cybersecurity are among the fastest-growing segments of the ICT global market. The surge in e-commerce, combined with the need for workflow improvements and automation, as well as the demand for addressing software and ICT infrastructure vulnerabilities, fuels market growth. The US remains the largest ICT market by country across most segments.

Cloud Computing's never-ending surge

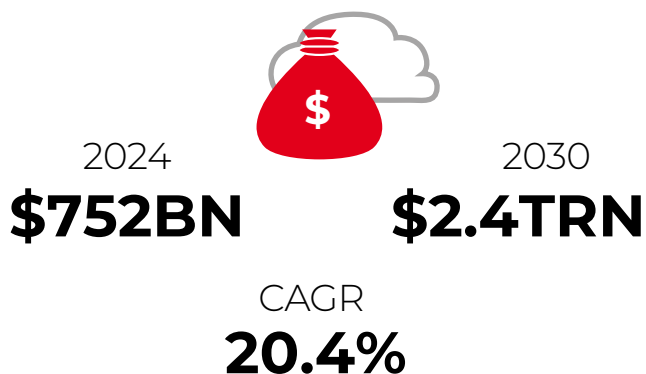
As Statista reports, the global cloud computing market size was estimated at USD 752 billion in 2024 and is projected to reach roughly USD 2.4 trillion by 2030, growing at a CAGR of 20.4 percent by 2030. This enormous demand for scalable and high-performance cloud infrastructure is fueled by the growth of big data, artificial intelligence (AI), and machine learning (ML) technologies. According to the World Bank, small and medium-sized enterprises account for 95% of existing businesses, and affordable

cloud-based tools are expected to drive demand across this large group.

Generative AI revolution

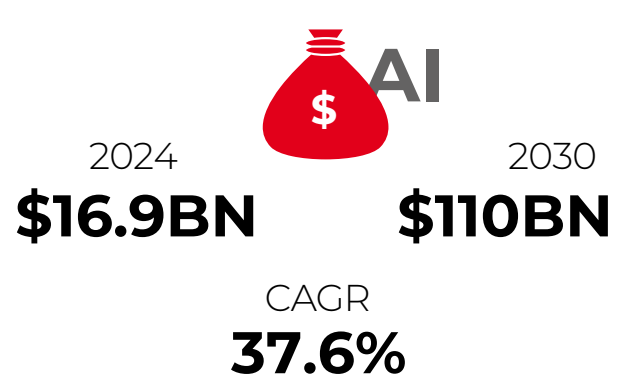
According to Fortune Business Insights, the global generative AI market size was valued at USD 16.87 billion in 2024 but is projected to reach nearly USD 110 billion by 2030, growing at a CAGR of 37.6 percent from 2025 to 2030. The primary driving forces behind the growth of generative AI applications are the increasing adoption of technologies such as super-resolution, text-to-image

Global Cloud Computing market size



Source: Statista

Gen AI global market size



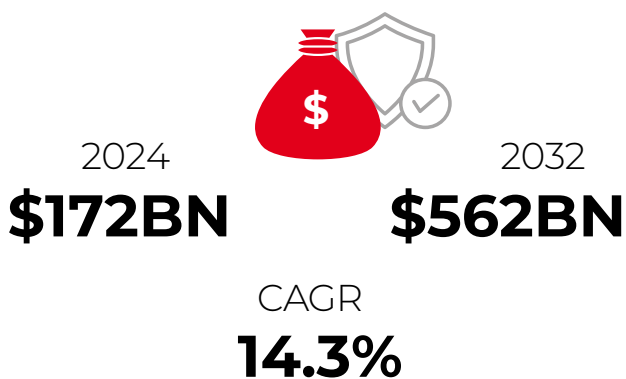
Source: Fortune Business Insights [<https://www.fortunebusinessinsights.com/generative-ai-market-10783>]

conversion, and text-to-video conversion, alongside a growing need to modernize workflows. Generative AI can automate tasks in various industries, including customer service, marketing, and software development. The marketing and advertising sector is expected to be a key growth area, along with business and financial services.

Constant demand for cybersecurity

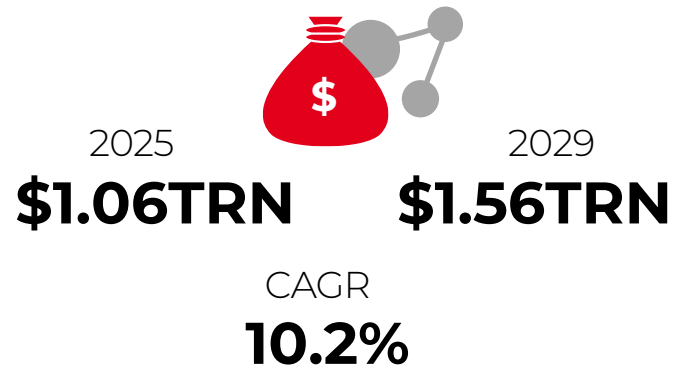
The widespread demand for cloud-based solutions and IoT, alongside the proliferation of AI and gen AI, fuels the demand for cybersecurity tools that can detect and fix security gaps and vulnerabilities in infrastructure, preventing cybercriminals from hacking and damaging not only technical assets but also companies' reputations. As Fortune Business Insights reports, the global cybersecurity market size was valued at USD 172.24 billion in 2023 and is projected to grow from USD 193 billion in 2024 to USD 562 billion by 2032, exhibiting a CAGR of 14.3 percent during the forecast period.

Global cybersecurity market size



Source: Fortune Business Insights [<https://www.fortunebusinessinsights.com/industry-reports/cyber-security-market-101165>]

Global IoT market size



Source: Statista [<https://www.statista.com/outlook/tmo/internet-of-things/worldwide>]

IoT and Industry 4.0

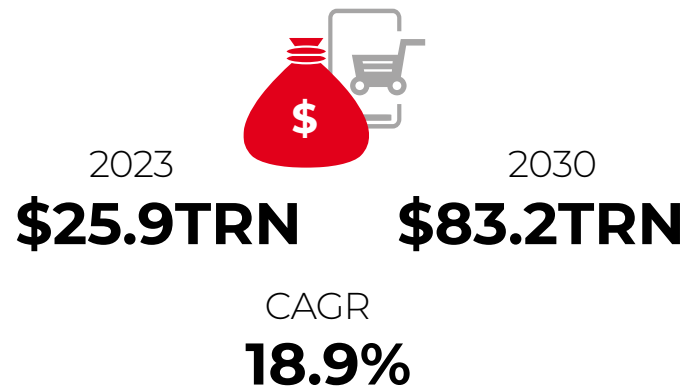
The Internet of Things (IoT) functions as a global infrastructure of the information society, enabling advanced services to interconnect objects based on communication technologies and offering interoperable information and the ability to communicate independently without human intervention. According to Statista, the Internet of Things (IoT) market is expected to witness a significant surge in revenue, reaching a staggering USD 1.06 trillion worldwide by 2025. Looking ahead, the market is anticipated to grow at an annual growth rate of 10.17 percent (CAGR 2025-2029), resulting in a remarkable market volume of USD 1.56 trillion by 2029. Among various segments, the Industrial IoT is projected to dominate the market, with a substantial market volume of USD 275.7 billion in the same year.

E-commerce

Changes in consumer purchasing habits have significantly facilitated the expansion

of e-commerce. Due to time constraints, the need for a seamless shopping process, and the convenience of online buying, consumers are increasingly selecting digital marketplaces, which are constantly growing. According to Grand View Research, the global e-commerce market size was estimated at USD 25.9 trillion in 2023 and is projected to reach USD 83.2 trillion by 2030, growing at a CAGR of 18.9 percent. The e-commerce surge acts as a growth trigger for the demand for numerous ICT technologies, including cloud-based solutions, cybersecurity, 5G, and low-latency connectivity, among others.

Global e-commerce market size



Source: Grand View Research [<https://www.grandviewresearch.com/industry-analysis/e-commerce-market>]

Addressing the untapped potential in IoT and Edge Computing

Case Study: CTHINGS

Interview with Arnold Wierzejski, CEO and Founder

Arnold Wierzejski used to work for the industry giants. One day he decided to leave this 'comfy' environment and embark on a journey to create his own company CTHINGS. The name is by no means a coincidence – its AI-driven Orchestra Platform supports the entire IoT ecosystem in real-time, turning data into efficiency and growth.

Polish Agency for Enterprise Development: **What inspired you to found CTHINGS.CO, and what was the starting point?**

Arnold Wierzejski, founder and CEO of CTHINGS: “I founded CTHINGS.CO in 2018, leveraging my extensive background in global tech corporations. My inspiration stemmed from recognizing the vast, untapped potential in IoT and Edge Computing, and a strong drive to build innovative solutions from the ground up to solve complex industrial challenges.

Could you elaborate on what CTHINGS.CO does and your core mission?

AW: We specialize in edge computing, IoT, and 5G solutions, delivering advanced hardware, software, and hybrid cloud technologies. Our core is the AI-driven Orchestra Platform, designed for real-time data processing and intelligent orchestration of IoT ecosystems. We also provide Edge IoT Gateways and Connectivity Cards for robust industrial deployments. Our mission is to empower industries like manufacturing, logistics, energy, and smart cities to accelerate digital transformation at the edge, turning data into efficiency and growth.

How competitive is your market, and what truly sets CTHINGS.CO apart?

AW: The market is incredibly competitive globally. However, our key differentiator lies in our comprehensive offering – bridging IoT platforms and 5G

connectivity with industrial operations using our full suite of AI-driven software and robust hardware. We pride ourselves on creating seamless connectivity, security, and automation from the edge to the cloud, trusted by European and global brands.

Which international markets are you focusing on, and how vital is global expansion for CTHINGS.CO?

AW: We're seeing significant interest from both European and US markets, and we recently made our debut in Asia at Japan IT Week. Global expansion is absolutely vital for us. Our recent PLN 20 million Series A investment was secured precisely to accelerate this international growth.

What's been CTHINGS.CO's most significant achievement so far, and what's next?

AW: Our biggest milestone to date is undoubtedly securing that PLN 20 million (EUR 4.5 million) Series A investment in October 2023. It's a game-changer, propelling us into a new phase of international development. Looking ahead, our focus is on further enhancing our innovative solutions and forging strong global partnerships to expand our reach and impact.

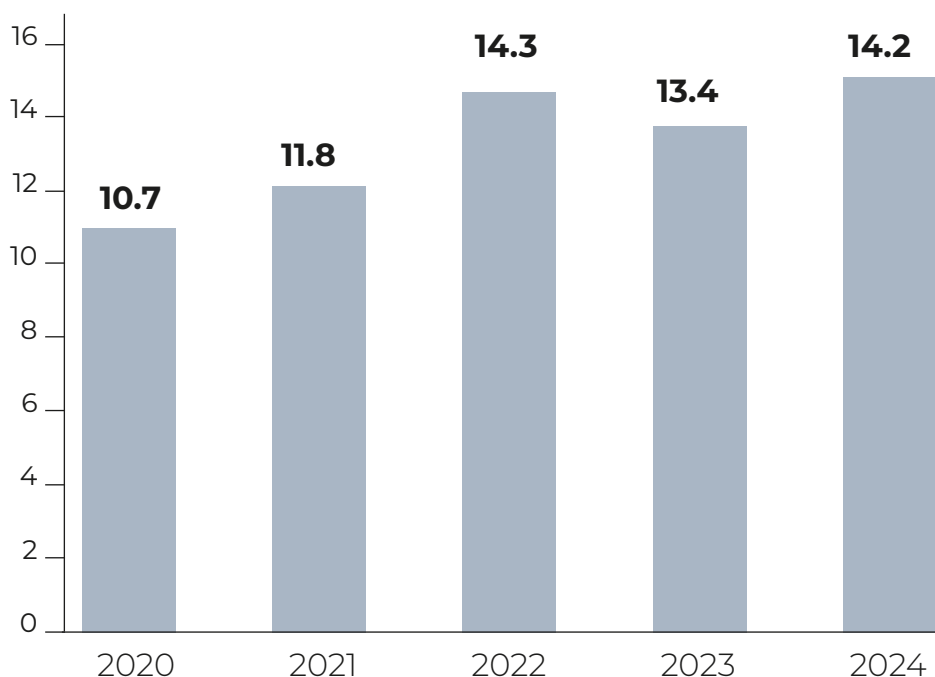
Exports of ICT Products

The export of Polish ICT equipment reached EUR 14.2 billion in 2024, representing a 10.5 percent year-over-year increase. The leading importers of Polish ICT products include Germany, the Netherlands, the United Kingdom, France, and Czechia. Despite EU countries being the main markets for Polish exporters, we can observe that new destinations for ICT equipment are gaining traction, with Turkey and Malaysia recently significantly boosting their imports from Poland.

The largest categories of exported products in terms of value contain machines and automatic data processing equipment, magnetic and optical readers, as well as data transmission and reception devices, including mobile phones and communication devices, both for local and wide area networks – the former accounts for nearly half of all exports and the latter exceeds one fifth.

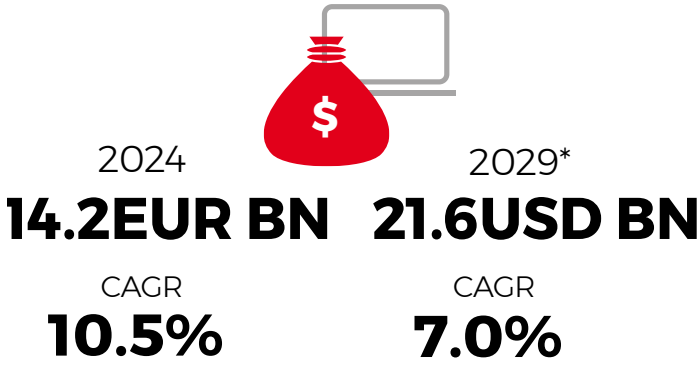
Other meaningful categories include radar, radio navigation, and radio remote control equipment, followed by disks, tapes, solid-state non-volatile storage devices, smart cards, and finally, transmitting equipment for radio and television broadcasting. The remaining categories include electronic integrated circuits, optical fibers, and semiconductors.

The export of Polish ICT equipment 2020-2024



Source: Statistics Poland and Eurostat via Polish Exports Intelligence

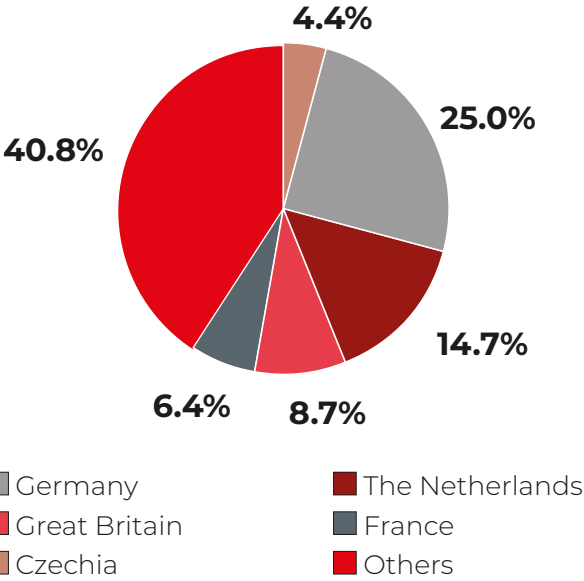
Export of Polish ICT equipment



Source: Polish Export Intelligence

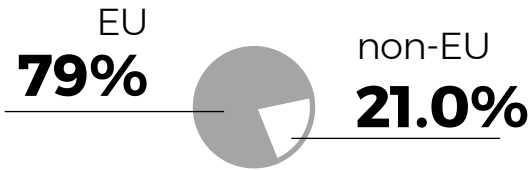
Overall, 41% of exported products were consumer electronics, 32% – computers and peripheral devices, and 18.5% – telecommunication devices.

Top buyers of Polish equipment in 2024 [% of total export]



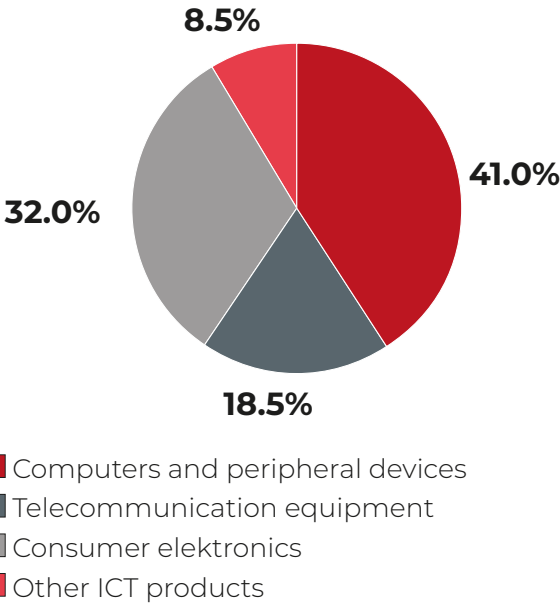
Source: Polish Export Intelligence

Export structure [EU vs. non-EU countries]



Source: Polish Export Intelligence

The structure of ICT equipment exports 2023 [% share]

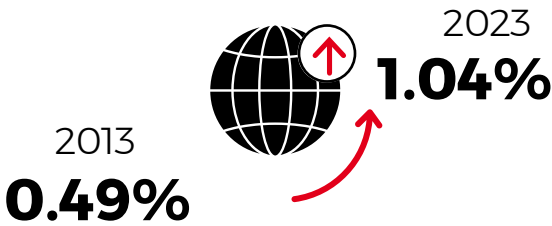


Source: Statistics Poland – Information Society in Poland in 2024

 **15th** biggest global ICT equipment exporter by export value

Source: UN Comtrade, IMF – Balance of Payments via Polish Export Intelligence

Share in global exports



Source: UN Comtrade, IMF – Balance of Payments via Polish Export Intelligence

Exports to the EU countries

Germany is the key importer of Polish ICT products and equipment. In 2024, Poland’s western neighbor purchased goods worth EUR 3.55 billion, which translates into a 25% share in Poland’s overall ICT exports. Germany is a major buyer of products such as telecommunication devices and data storage devices (RAM, USB devices, optical discs, etc.).

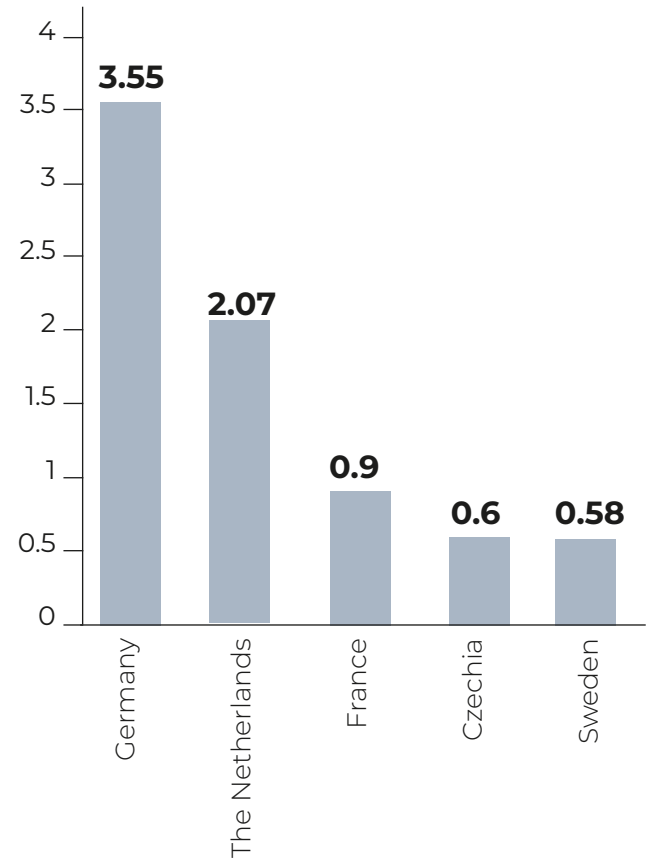
Polish ICT products are also highly appreciated by the Netherlands, which bought goods worth EUR 2.07 billion and is the number one purchaser of automatic data processing equipment [one fourth of all sales], surge protectors, and circuit breakers. The Netherlands ranks second in imports of Polish ICT equipment, both globally and within the EU.

The third step on Poland’s podium in EU ICT products sales goes to France, with EUR 900 million worth of purchases, with automatic data processing equipment and data recording tapes and discs being the most sought-after items.

Czechia and Sweden have also made it into the top 5, with EUR 600 million and EUR 580 million in purchases, respectively.

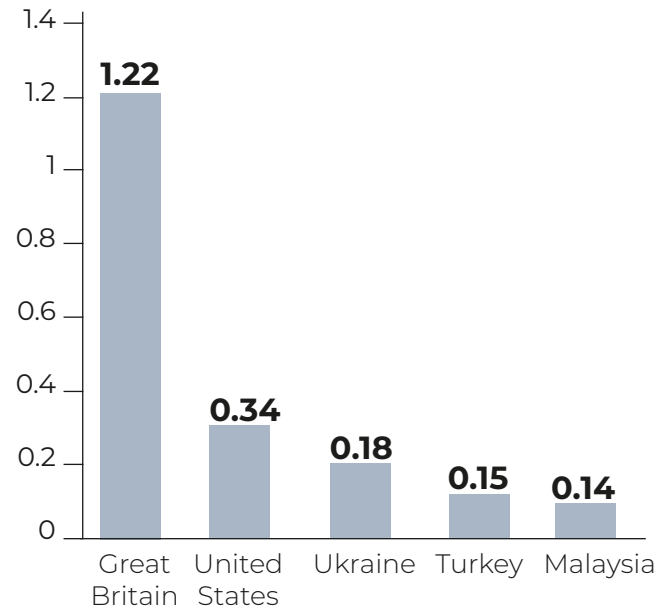
The remaining top 10 EU importers include Spain, Italy, Slovakia, Denmark, and Ireland.

Key buyers of Polish ICT equipment from EU in 2024 [in EUR billion]



Source: Statistics Poland via Polish Exports Intelligence

Key buyers of Polish ICT equipment from non-EU countries in 2024 [in EUR billion]



Source: Statistics Poland via Polish Exports Intelligence

Exports to non-EU countries

Since the United Kingdom left the EU in 2021, it has become the largest non-EU importer of Polish ICT equipment, with purchases amounting to roughly EUR 1.22 billion in 2024. British buyers are primarily interested in automatic data processing equipment and data recording tapes and discs.

The United States favors imports of such equipment as 'pocket' computing machines and equipment used in semiconductor wafer and integrated circuit manufacturing, being the top purchaser from outside the EU. In 2024, the overall value of ICT products exported to the US reached slightly over EUR 340 million, which is a slight decrease from the previous year.

Ukraine ranked among the top three, with purchases worth roughly EUR 180 million,

followed by Turkey and Malaysia. Exports to Turkey grew significantly in recent years, at a CAGR of 55% between 2019 and 2024. The other non-EU countries with rapid growth in purchases of Polish ICT equipment include Ukraine and Malaysia, both of which have exceeded a 20% CAGR over the last five years.

Countries such as Mexico, Norway, China, the United Arab Emirates, and South Africa are closing the list of the 'top 10' non-EU Polish ICT importers.

According to calculations made by the Polish Export Intelligence, the near future may bring a much-anticipated rebound and accelerate sales to countries such as the US, Ireland, the United Kingdom, Sweden, and the Netherlands, among others, exceeding a CAGR of 20% between 2024 and 2028.

100 languages in your pocket

Case Study: VASCO

Interview with Maciej Góralski, CEO and Founder

This Polish company became one of the global leaders in pocket translators, expanding its business operations far beyond EU borders. Against all odds, when tech giants started to dominate the market, VASCO managed to struggle its way to the top, thanks to the courage, responsibility, and perseverance of its founder, Maciej Góralski. Last year, VASCO appeared on the FT1000 list and opened its office in China. Dive with us into this fascinating story and see what the future holds for this bold company.

Polish Agency for Enterprise Development: **How did you come up with the idea of setting up VASCO, and how did your beginnings look?**

Maciej Góralski, VASCO CEO and founder: Well, actually, it was inspired by my personal experience. It all started with learning English and studying in England. I took the electronic scanner with me and used it as a translator. That simple device made the language learning process and daily life much easier. When I came back to Poland, I wanted to buy a newer, more sophisticated version, but it turned out that it was not available on the Polish market. Eventually, I managed to get in touch with the manufacturer, establish a business partnership, and become its exclusive distributor in Poland. It was 17 years ago.

As time passed, we expanded our offerings with additional solutions designed to enhance translations and language learning. Apart from selling electronic translators, we also engage in other projects dedicated to foreign languages, including flashcards and English audio courses prepared in collaboration with BBC Learning, among others.

Those few years of working with clients gave us excellent insights into their needs, and devices that would satisfy them all simply didn't exist at the time. In 2013, we decided to develop our own device that would meet these expectations. In brief, this is how we started creating our own products.

How do your devices work? And how do you achieve more than desired levels of precision and accuracy? Do you employ any special technologies?

MG: We put a lot of effort into precision and speed of translations. To achieve this, we integrate up to 10 separate translation engines. Each of them is tested for translation quality in specific language pairs by our linguists. Based on the results, each pair is assigned an engine that copes the best with a particular set. Thanks to that, users get the best possible, accurate, and natural translation, regardless of the selected languages.

Today, our flagship product, Vasco Translator V4, can translate more than 100 languages in text and graphic modes, as well as over 80 languages in voice mode. As we continually work to further develop our products and add new languages and accents, those figures are expected to increase in the future. Furthermore, we have already created new solutions, such as offline translations, which will be available on our devices next year.

Moreover, our products can translate not only voice and text but also visual content, such as posters, documents, information boards, or restaurant menus. Apart from that, users have access to a language learning app and the MultiTalk feature – a group chat that enables users to communicate in multiple languages simultaneously.

Soon, we will launch Vasco Translator Q1, a device that offers breakthrough features like phone call translations and voice cloning. On the other hand, the Vasco Audience app, set to hit the market within the next few months, is a tool dedicated primarily to businesses and enables conference translations for groups of over 50 languages.

Looking at your products, it's plain to see that they are very well-designed, and you pay a lot of attention to aesthetics...

MG: Yes, it's true. Aesthetics and design are almost equally important to us as functionality. I believe that a good product should not only utilize functionality as effectively as possible but also be well-designed – one that is visually appealing and gives joy while in use.

I am very proud of the fact that our product design is appreciated not only by users but also by industry experts. We have received numerous awards at the world's largest industrial design contests, including the Red Dot, NY Product

Design Awards, Good Design, and Muse Design Awards, to name just a few. Recently, our newest device, the Vasco Translator E1 earbuds, received the Best of the Best Red Dot Award. It's a great honor and confirmation that technology should go hand in hand with aesthetics.

This year, we decided to develop our in-house design team further. We have very talented and experienced designers, and I can tell you that the next VASCO models will be even better in this regard.

Switching gears to business development strategies. In 2024, you appeared on the FT 1000 list, which groups together the 1,000 fastest-growing companies in Europe. What is your recipe for business success?

MG: I believe that our success lies in courage, responsibility, and perseverance. From the very outset, we followed our own route, despite many people telling us it wouldn't pay off. When we began developing our own translation devices, Google was gradually dominating the market, and many companies in the industry ceased to exist. It wasn't easy at that time, but we kept doing our thing with determination.

Even now, we constantly hear people asking: 'What is the reason for Vasco to exist in times of free smartphone apps?'. So I always reply with a question: 'What is the reason for traditional cameras or flashlights, if everybody has them on the phone?' Our clientele really appreciates products that deliver real value: accurate translations in over 100 languages, intuitive-to-use devices ready to work out of the box, with lifetime access to the internet for translations in roughly 200 countries. It's something that free apps won't deliver.

For us, being listed on the FT 1000 is a confirmation that hard work, faith in your vision, and courage in taking risks make sense. Although we are absolutely thrilled, we treat it first and foremost as a motivation to expand our business further.

Speaking about business expansion, VASCO is gradually becoming a global company. Where do you sell your products, and which markets are the most attractive from your perspective? You are present in the Chinese market, which is beyond the scope of many European companies.

MG: We currently operate in 26 markets, primarily in Europe, as well as in the US, Canada, and Asia – specifically in Japan and China. This year, we plan to set foot in Mexico and Lithuania. For us, global expansion is not only a business

goal. It's more than that; it's a natural path for growth, as our products are designed with global users in mind.

China is undoubtedly one of the most demanding yet fascinating markets. We have been present there for over half a year, and I must admit that it came as a surprise to the entire industry. We can say that we have somewhat reversed the trend, as it's usually China that exports consumer electronics, and now VASCO is selling its products on the Chinese market.

We established a separate company in China and opened a local office in Shenzhen, one of the country's major technology hubs. We already have a great team in place – managing sales, logistics, and all administrative services. You can purchase our devices in three of the largest electronics chain stores – SmarTime Technology, which is also present at airports in Beijing, Shenzhen, and Guangzhou, all places with significant passenger traffic. It's not only a success from a sales perspective, but also a testament to the quality of our products and their global competitiveness.

What is the size of the global market for pocket translators, and what is your share?

MG: The pocket translator market is not as thoroughly monitored as other consumer electronics segments. The biggest obstacle in this regard is almost a complete lack of reliable and readily available data – a significant portion of manufacturers are based in China, and Chinese companies are rarely willing to share information about the results of their business operations.

Based on our observations, I can tell you that we are already among the very top. In Europe, we undoubtedly hold the largest market share. Unfortunately, it's very hard to verify the situation in other parts of the world. Basing our knowledge on available and objective tools like web browsers and search engines, we know that VASCO is today the most frequently browsed brand of electronic translators worldwide.

In some European countries, our brand name has become synonymous with electronic translators. In Germany, for example, you call pocket translators “vasco”, just like in Poland you call sports shoes “adidas,” regardless of the brand. It's a strong indicator that our brand recognition and market position are strong.

Artificial Intelligence, including Gen AI, is rapidly storming the market. In the context of your further business development, do you see it more as a chance or a risk?

MG: I see it only as a chance, a big one. We have been using AI for about 8 years now, starting long before it became a global trend. It's the foundation of machine learning translation. AI supports every phase of the translation process, from voice recognition to accurate and natural translations.

In our case, AI is not a threat at all; I'd rather call it an ally and a growth propeller. Thanks to AI, we create better and more precise solutions. We are currently working on our offline translation models, which will provide users with considerable independence and safety, even without internet access.

AI enables us to market technologies that were once a science-fiction domain, for example, voice cloning. It's a further step towards natural and intuitive interpersonal communication, regardless of the language you use. I look at AI development with enthusiasm. Of course, like any other technology, it requires a responsible approach, but in the hands of conscious creators, it can actually enhance the quality of life and break down barriers that seemed insurmountable until recently.

So what are your plans for the future?

MG: The machine translation industry, of which we are a part, still has great potential for growth and improvement. We are striving to make translations as accurate and natural as possible, reflecting the natural flow of conversation in real-time. It's a significant challenge and, simultaneously, a direction that marks the future.

My vision for further development of the company is the perfection of our own technologies and embracing the market innovations that can bring us closer to achieving that goal. We relentlessly work to make our products even faster and more precise, while also being beautiful in appearance and intuitive in use.

We also develop solutions tailored to specific user groups. We focus on simultaneous, conference, and group translation technology to meet the demands of businesses, education, and international events. We see a big potential and real value that we can bring to the market.

Of course, we plan further geographic expansion. We aim to expand our products to new countries and users worldwide. We have already achieved very successful debuts in highly demanding markets such as Japan and China, so we look forward to taking on other challenges and opportunities.

Export of IT and ICT services

The value of telecommunications and IT services provided to foreign partners, either by Polish companies themselves or foreign entities registered in Poland, reached a historic high of over EUR 15.5 billion in 2023! This represents a 50 percent increase in value compared to the 2021 figures of € 9.8 billion.

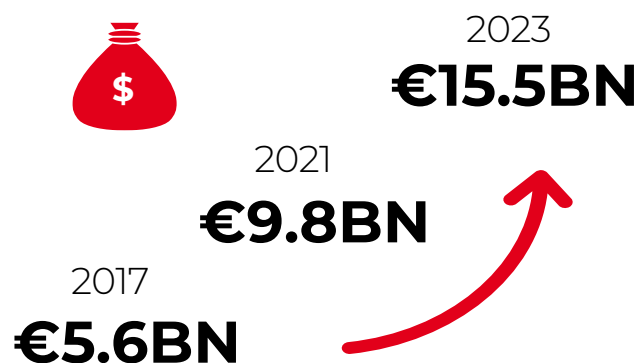
If we dig a little bit deeper into the past, the value of services provided to foreign partners has almost quadrupled in less than a decade. Multiple factors should be taken into account when analyzing the reasons for this remarkable growth, including the recognition of the potential and quality of services offered by Polish companies, as well as the inflation rates that increased the overall costs and value of ICT services provided globally.

From 2021 onward, the United States has been the biggest purchaser of ICT services

provided by companies from Poland. Since surpassing the United Kingdom and increasing the distance since then, the US alone buys more than one-fifth of all services delivered to foreign partners. Currently, it's over EUR 3.3 billion. The United Kingdom ranks second, with 2.3 billion, and surpasses Germany by a slight margin.

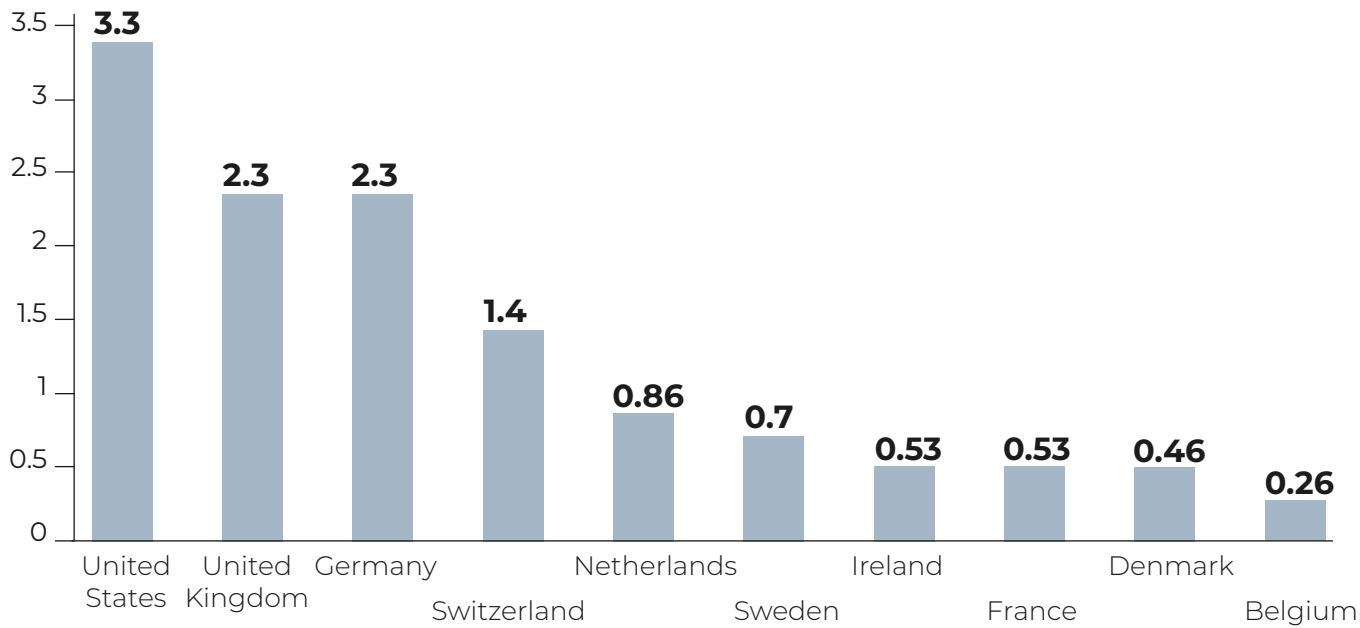
The other key partners include Switzerland and the Netherlands, with acquired services worth EUR 1.4 billion and EUR 860 million, respectively.

The value of Polish IT/ ICT services export



Source: Statistics Poland – Yearbook Trade of Foreign Statistics of Poland 2018, 2022, 2024

Top ten importers of Polish IT/ICT services in 2023 [in EUR billion]



Source: Statistics Poland – Yearbook Trade of Foreign Statistics of Poland 2024

Sweden, Ireland, France, Denmark, and Belgium also made it to the top ten. Compared to the data from 2021, there is only one substantial change in the top

ten ranking: Norway has been replaced by Belgium. Other than that, all the major players retained their positions.

Securing the AI-generated codes

Case Study: VIDOC

Initially, they started as a research project but rapidly grew into a full-scale company with aspirations to become global leaders in AI-powered, sophisticated cybersecurity solutions. The journey begins when VIDOC founders Klaudia Kloc and Dawid Moczadło ethically hacked and detected security vulnerabilities in major tech companies, including Microsoft, Yahoo, Uber, and Meta. Rewarded with USD 120K, they reinvested all the money into the development of their brainchild. While VIDOC is still in its early stages, the founders have managed to attract investors and open a new branch in the US.

We have entered an era where AI is omnipresent, not only helping us, as usual software users, with daily tasks in the office, but more importantly, it has reached the point of writing software code on its own. While this may save time and reduce overall human involvement in the process, it creates new challenges and risks – weak points that can be easily hacked and exploited by cybercriminals. Here's where VIDOC steps in with its sophisticated AI-powered cybersecurity solutions.

– We have built an AI-powered solution that automatically detects and fixes vulnerabilities in software, in code generated by both AI and humans. As the use of AI in development increases, so does the risk of introducing hidden security flaws. Our technology integrates directly into existing development pipelines, utilizing large language models to identify even previously unknown vulnerabilities and propose automated

fixes, thereby saving teams both time and resources, explains Klaudia Kloc, co-founder and CEO of VIDOC.

Changing the paradigm of security

The company's mission is to redefine how software is secured in the era of AI. As the VIDOC's representatives themselves point out, the ultimate goal is to create a solution so groundbreaking that it changes the very paradigm of cybersecurity – protecting the everyday software people rely on, from mobile apps to autonomous vehicles and drones. It's a bold step forward in making the digital world safer for everyone.

It's not just simple bragging. The VIDOC team successfully hacked and identified vulnerabilities in major tech companies, including Microsoft, Yahoo, Uber, and Meta. They earned approximately USD 120K by discovering these vulnerabilities.

– VIDOC’s biggest strength is our ability to automatically detect and fix vulnerabilities in human and AI-generated code – a growing risk that most tools miss. Unlike others, we don’t just find issues; we fix them using AI, saving developers time and reducing risk. Our biggest advantage is our technology’s ability to detect security flaws that have never been identified by humans before. This gives us a unique edge in uncovering hidden risks, especially in AI-generated code, the CEO remarks.

They reinvested all the earned money in the development of the company and its tools. Besides a financial boost, the cooperation with tech giants proved the value of VIDOC’s technology early on. – Detecting critical vulnerabilities in major tech companies like Microsoft, Yahoo, Samsung, and Netflix validated our approach and gave us the credibility to grow, the CEO admits.

Attracting investors and going global

Globally, the cybersecurity market is competitive, but the segment focused on securing and fixing code in the AI era is still emerging and relatively untapped. That gives VIDOC a strong first-mover advantage. While traditional application security tools exist, very few address the unique risks introduced by AI, and even fewer offer both detection and automated remediation, like VIDOC.

The company’s primary target group consists of enterprises across various

sectors that develop software in-house as part of their core business, particularly those that adopt AI tools in their development processes. These organizations face increasing risks from AI-generated code and need advanced solutions to secure their software at scale.

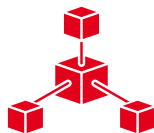
As the CEO admits, from the very beginning, the company focused on the global market, with a particular emphasis on the United States and the European Union. These regions not only lead in software development and AI adoption but also have mature cybersecurity awareness.

VIDOC’s unique and effective tools have gained the attention of both European and US Venture Capital funds. In 2024, they raised USD 2.4 million in funding from American investors, including Pebblebed (led by co-founders of OpenAI and Meta AI Research), Firestreak Ventures (led by Walter Kortschak), and XFactor Ventures.

– One of our biggest milestones so far was securing funding from top American venture capital firms and establishing our headquarters in the United States. This marked a significant step in positioning VIDOC as a global cybersecurity player. That said, we believe our biggest milestones are still ahead. Our goal is to become the go-to solution for securing AI-generated code worldwide – and we’re just getting started,” says the CEO, teasing plans for VIDOC.

Polish ICT specialties

Software and services



Cloud
On-premise

Equipment



Automatic data processing equipment
Microprocessors
Storage and memory devices
Computer screens and monitors
Mobile devices
PCs
TV and radio broadcast and production equipment
Automatic circuit breakers
3D printers

Technologies



AI
Machine Learning
Artificial Neural Networks
Blockchain
Virtual and Augmented Reality
IoT
3D printing
Big data

Industry sectors



Finance
Medicine, biotech, and pharmacy
Education
Marketing

The Future of Polish ICT: Growth Perspectives and Challenges

Article by Sylwia Stefaniak, Warsaw School of Economics Key Technologies Driving Changes in the Polish ICT Sector Growth Potential of the Polish ICT Sector

Poland's Information and Communication Technology (ICT) sector has emerged as one of the most dynamic segments of the Polish economy. The market is projected to reach USD 31.59 billion in 2025 and is expected to grow to USD 51.23 billion by 2030. Currently contributing 8-9% to Poland's GDP, the sector has transformed from an outsourcing destination to an innovation hub.

This article examines the current state, growth perspectives, and challenges facing the Polish ICT sector, analysing its potential for future development both domestically and internationally.

Key Technologies Driving Changes in the Polish ICT Sector

Cloud Computing and Data Centres

Cloud computing has become a cornerstone of digital transformation in Poland. With increasing adoption rates and the establishment of major data centres across the country, Poland is positioning itself as a regional cloud hub. The expansion of cloud services is evidenced by significant investments from global tech giants, such as Google and Amazon Web Services, which have

established large-scale operations in the country. According to market analysts, widespread adoption of cloud services could add 4% to Poland's annual GDP by 2030¹. With these developments, Poland could become one of the leading data centre hubs in the Central and Eastern European region by 2026.

Artificial Intelligence and Machine Learning

Poland has seen a 36% year-over-year increase in AI adoption, positioning it as one of the most dynamic AI markets in Central and Eastern Europe². Polish companies increasingly implement AI solutions across various sectors, including finance, healthcare, retail, and manufacturing. The growth of AI research centres and specialized startups focusing

¹ The Information & Communication Technology Sector PAIH

² AI adoption in Poland grew by 36% over the past year

on natural language processing, computer vision, and predictive analytics indicates the sector's maturity and potential for further expansion.

The Polish government has recognized the strategic importance of AI by implementing the Policy for the Development of Artificial Intelligence in Poland, effective from 2020, which aims to create a supportive environment for AI innovation and adoption. As a result, the demand for specialists such as data analysts, data engineers, data scientists, and big data engineers is growing substantially.

Cybersecurity

The increasing frequency and sophistication of cyber threats have propelled investment in advanced security solutions and services. Poland's cybersecurity sector is experiencing rapid growth, with specialized firms developing cutting-edge technologies for threat detection, data protection, and secure communication. According to industry experts, cybersecurity will be one of the main focus areas in 2025³. This growth is supported by government initiatives and regulatory frameworks aimed at enhancing national cyber resilience, including the Cybersecurity Strategy of Poland⁴, which focuses on increasing the resilience of information systems and protecting information across all sectors.

Growth Potential of the Polish ICT Sector

The Polish ICT market is experiencing robust growth, with current valuations highlighting the sector's increasing importance to the national economy. In 2024, the Polish ICT market grew by 19% year-over-year, reaching approximately PLN 140 billion (roughly EUR 31 billion)⁵. By 2030, the digital economy in Poland is expected to be worth nearly 123 billion euros, accounting for 9% of the country's projected GDP, up from 7% in 2021. This growth is being driven by increasing digitalization across all sectors of the economy, with the ICT market serving as the foundation for this transformation. Businesses and public institutions' investments in ICT are projected to increase more than fivefold, from EUR 14.3 billion in 2021 to EUR 74 billion by 2030.

Poland's innovation ecosystem has undergone significant evolution, transitioning from a provider of basic services to a hub for the development of cutting-edge technology. Between January and September 2024, over 11,000 new IT companies were established in Poland, with Warsaw and Krakow emerging as the largest technology hubs⁶. Many of these new companies are focusing on niche areas with expanding business applications, particularly in automation and AI-based data analytics.

³ 5 wyzwań dla branży IT w Polsce w 2025 r. – CRN

⁴ Strategia Cyberbezpieczeństwa Rzeczypospolitej Polskiej na lata 2019-2024 – Ministerstwo Cyfryzacji – Portal Gov.pl

⁵ Polski sektor IT – wciąż zapleczem outsourcingowym czy dojrzałym środowiskiem biznesowym? – ITwiz

⁶ Polski sektor IT – wciąż zapleczem outsourcingowym czy dojrzałym środowiskiem biznesowym? – ITwiz

Industry leaders note that Poland is no longer merely an outsourcing destination: *Poland is no longer a place where international players seek cheap labour. It has become a centre of innovation and a cradle of high-margin technological solutions.* Several segments within the Polish ICT sector show exceptional growth potential. The fintech industry has grown by 79% between 2018 and 2022, while sectors such as telecommunications (particularly 5G), cloud services, data analytics, and cybersecurity continue to expand rapidly⁷. Other growth areas include advanced analytics, big data, and robotics, with their expansion driven by business digitalization and process automation trends⁸. Industries such as logistics, transportation, and manufacturing are particularly embracing automation due to their established infrastructure and appropriate regulatory support. The export of IT services has been a significant success story, with exports reaching EUR 14.25 billion in 2023, a 22.2% increase from the previous year.

At the same time, the Polish government has implemented comprehensive strategies to support the growth of the ICT sector, including the Digital Poland Strategy 2035, with a budget of approximately PLN 100 billion. Additionally, Poland has launched the Digital Competence Development

Programme 2020-2030, which aims to enhance digital skills across various sectors of society⁹. The programme operates within the framework of the four pillars of the EU Digital Skills and Jobs Coalition: digital skills for citizens, for the labour force, for ICT specialists, and in education. These initiatives, along with the Policy for the Development of AI in Poland¹⁰, create a favourable environment for technology companies while fostering digital literacy among citizens, which is crucial for the sector's continued growth and development.

Key Challenges Facing the Polish ICT Sector

Despite Poland's strong educational foundation in technological fields, the ICT sector faces a significant talent shortage. Current estimates indicate a deficit of approximately 50,000 IT specialists, with 20% of this gap attributed to cybersecurity expertise alone. The country's cybersecurity sector is currently lacking over 10,000 specialists, a gap that is expected to widen with the implementation of new directives and the increasing frequency of cyber threats. This shortage limits the sector's growth potential and ability to implement innovative solutions across industries. The demand for skilled professionals in areas such as data analytics, cloud computing,

⁷ Poland ICT Market Size & Share Analysis – Industry Research Report – Growth Trends

⁸ IT sector in Poland 2022: What should you know about Polish IT market | DDI Development

⁹ Kompetencje cyfrowe – Ministerstwo Cyfryzacji – Portal Gov.pl

¹⁰ Polityka dla rozwoju sztucznej inteligencji w Polsce od roku 2020 – Portal sztucznej inteligencji – Portal Gov.pl

AI, and cybersecurity significantly outpaces the supply, creating competitive pressures on salaries and potentially limiting the sector's international competitiveness if not addressed effectively.

Poland faces challenges in digital literacy among the general population. According to the Digital Decade Report 2024, only 44.3% of Poles possess basic digital skills, compared to the EU average of 55.6, which puts Poland at 55.4% of the EU's 2030 target of 80%. At the same time, the percentage of ICT specialists in employment has increased from 3.7% to 4.3%, but remains below the EU average of 4.8%.

This digital skills gap affects both the supply of qualified workers for the ICT sector and the adoption of advanced digital solutions by businesses and consumers. Addressing this deficiency requires coordinated efforts across educational institutions, government agencies, and private sector organizations to enhance digital literacy and technical expertise across all segments of society. Historically, Poland's ICT sector has grown based on cost advantages and EU funding. As the economy matures and labour costs rise, the sector must pivot from being cost-competitive to being innovation-driven. This transition requires developing original solutions, exploring market niches, and building intellectual property assets that can compete globally. Polish companies need

to move up the value chain, focusing on creating proprietary technologies rather than primarily offering implementation services. This shift is already underway, with many firms transitioning from providing outsourcing services to developing innovative products and solutions. However, this transformation requires sustained investment in research and development, as well as a supportive ecosystem that encourages risk-taking and entrepreneurship.

The rapidly evolving regulatory landscape, particularly EU regulations such as the GDPR, the Digital Services Act, and the Digital Markets Act, presents significant compliance challenges for Polish ICT companies. Adapting to these regulations requires substantial resources and expertise, potentially creating barriers for smaller firms. Companies must navigate complex and sometimes overlapping regulations while maintaining innovation and competitiveness. This challenge is particularly acute for SMEs with limited resources for compliance management, which can potentially hinder their growth and international expansion capabilities.

International Development Potential

Poland has established itself as a prime destination for international technology investments, often described as the "IT centre of Europe"¹¹. The country hosts R&D centres for global technology leaders, including Google, Intel, Samsung, and IBM. Google's USD 700 million investment

¹¹ IT sector in Poland 2023: opportunities for international companies

in Warsaw office space in 2022 represents the largest office transaction in Poland's history.

The export potential of Polish ICT firms has grown substantially, with high-tech exports tripling their share in total exports over the past 15 years, reaching 10.6% in 2024 with a value of EUR 37.25 billion¹². This places Poland ahead of countries such as Italy, Spain, and Finland in terms of the share of high-tech goods in total exports, although it still lags behind regional competitors like Hungary (14.8%) and Czechia (19.2%).

IT services exports have been particularly dynamic, now accounting for 14.2% of total service exports, compared to just 4% in 2010¹³. The main export destinations include Germany, the USA, Austria, and the UK, with approximately 77% of exports directed to EU countries¹⁴. This growing export capability demonstrates the increasing global competitiveness of Polish ICT firms and their ability to deliver high-value services to international markets.

The investments mentioned above are driven by Poland's combination of technical talent, competitive costs, and favourable business environment. Poland boasts a substantial pool of technology talent, with its geographical proximity to major European markets

and cultural affinity with Western business practices, making it an increasingly attractive location for technology investments. Several factors position Polish ICT companies for future international expansion. The reshoring trend, where businesses relocate operations back to Europe, presents opportunities for Polish firms to capture higher-value processes¹⁵. Much of the growth in Polish exports of services can be attributed to this phenomenon, with companies increasing not only the number of foreign investments but also the complexity and value of processes transferred to Poland.

Specialization in high-growth areas such as AI, cybersecurity, and fintech enables Polish companies to target specific international market segments where they can establish competitive advantages. The country's strategic location, EU membership, and growing expertise in advanced technologies create a solid foundation for continued international expansion of its ICT sector, particularly as global companies seek to diversify their supply chains and development centres.

Conclusion

The Polish ICT sector stands at a pivotal juncture, balancing impressive growth achievements with significant challenges

¹² Tripling high-tech exports in the last 15 years – Trade.gov.pl

¹³ Tripling high-tech exports in the last 15 years – Trade.gov.pl

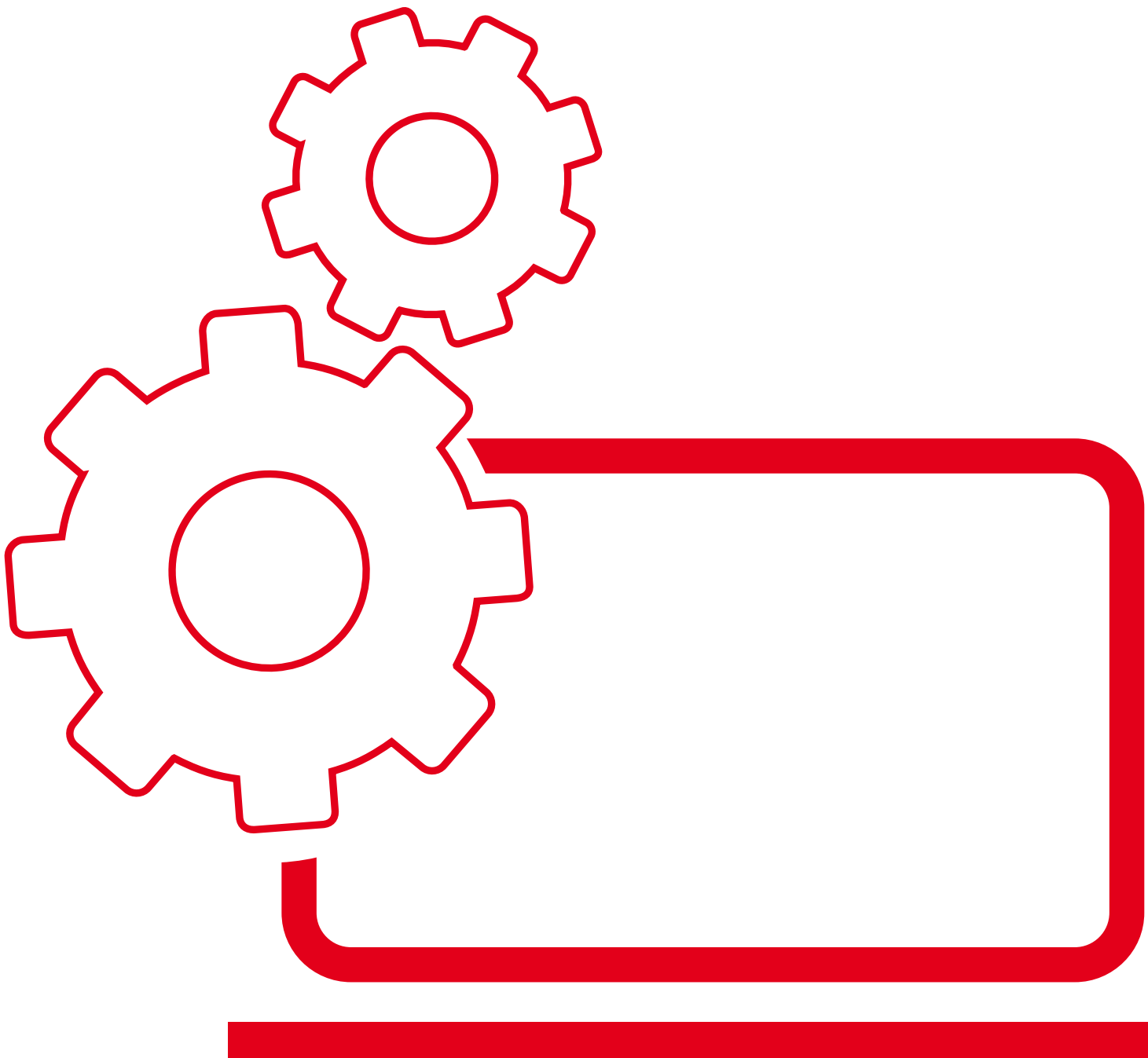
¹⁴ Export of services as a driving force of Poland's GDP – Trade.gov.pl

¹⁵ Export of services as a driving force of Poland's GDP – Trade.gov.pl

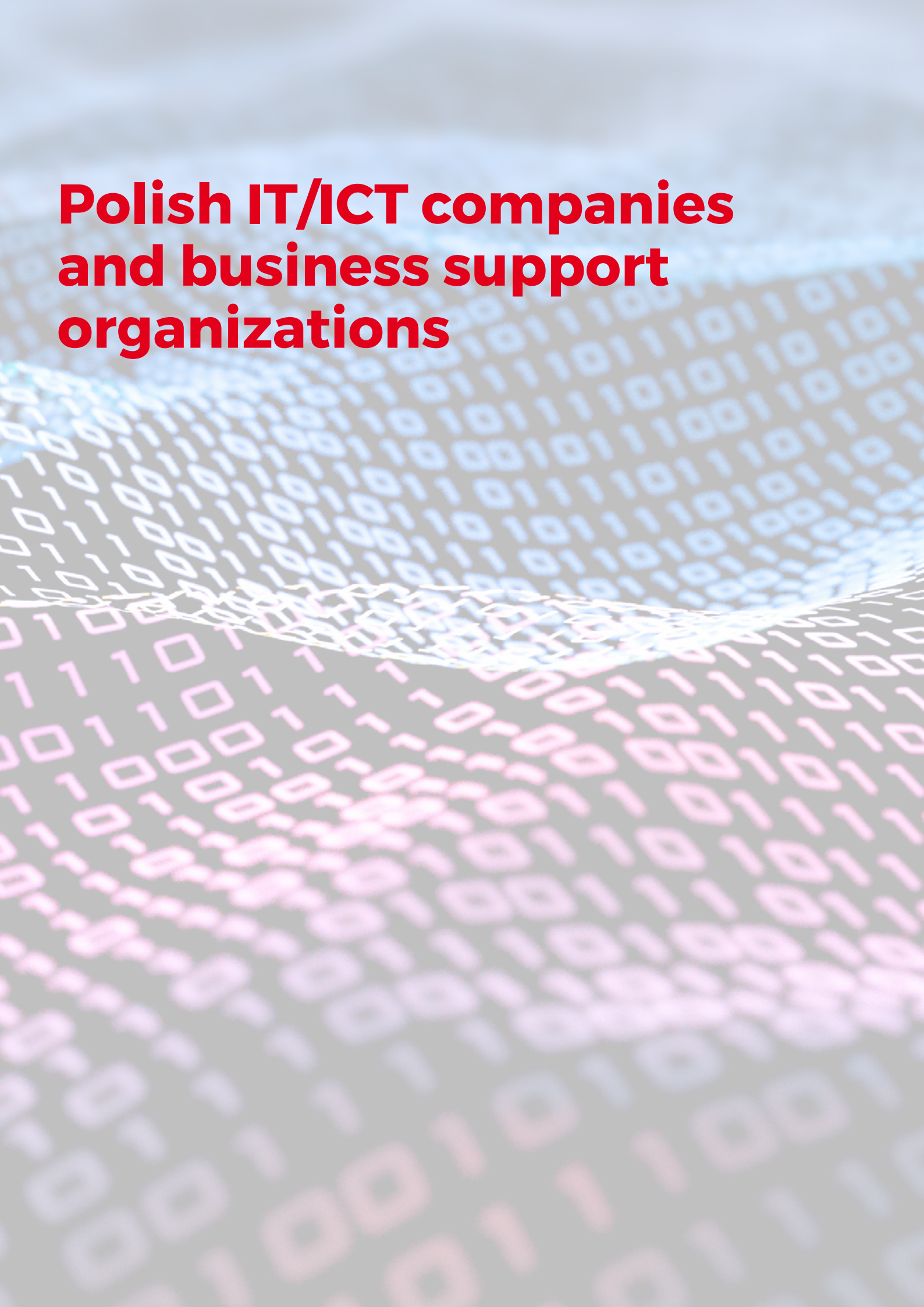
that will shape its future trajectory. With a projected market value, the sector is poised to remain a key driver of Poland's economic development and digital transformation. To capitalize on this potential, stakeholders must address the talent shortage through enhanced educational programs, upskilling initiatives, and international talent attraction. The transition from cost-competitiveness to innovation-based growth will require sustained investment in R&D, intellectual property development, and specialized expertise in emerging technologies.

Poland's position as a regional technology hub continues to strengthen, supported by substantial foreign investments

and the expanding presence of global tech companies. The country's ICT export capabilities have demonstrated remarkable growth, particularly in high-value services, creating opportunities for further international expansion. As the digital economy evolves, Poland's ICT sector must navigate regulatory complexities, technological disruptions, and intensifying global competition. By leveraging its strong technical foundation, entrepreneurial ecosystem, and strategic location within Europe, the Polish ICT industry can overcome these challenges and emerge as a significant player in the global technology landscape, driving innovation and economic prosperity for decades to come.



Polish IT/ICT companies and business support organizations

The background is a 3D-rendered perspective of a grid of binary digits (0s and 1s). The digits are colored in a gradient from light blue at the top to pink and purple at the bottom. A bright, glowing sphere with a grid-like texture is positioned in the center, casting a soft light on the surrounding binary field.

1000ideas

<https://1000i.pl/> hello@1000i.pl



Areas of activity

software development, AI, cybersecurity, EdTech, WCAG, Digital Assets Production

Description

We help brands and businesses reach their goals through innovative software development and strategic digital solutions. Our expertise spans complex software projects, web and mobile applications, comprehensive digital campaign production. We specialize in educational technology, creating cutting-edge software and solutions for schools at every level – from primary education to universities.

10Clouds Financial Institutions

www.10cloudsfi.com karol.stepien@10cloudsfi.com



Areas of activity

AI, fintech

Description

10Clouds Financial Institutions develops AIConsole – a multi-agent AI platform for financial institutions. It automates processes in sales, credit risk, compliance, and operations, integrating with CRMs, decision engines, and monitoring systems. AIConsole provides enterprise-grade security, regulatory compliance (GDPR, AI Act), and measurable results: up to 80% time savings, full audit trails, and rapid deployment in 4–6 weeks.

3Qcode

www.3qcode.com contact@3qcode.com



Areas of activity

software development, AI, low-code/no-code

Description

3Qcode is a fast-growing technology company based in Poland. 3Q stands for Quick, Quality & Quest – our promise of speed, reliability, and constant innovation. We empower businesses to unlock value in the digital era through bespoke solutions. Our expertise spans Generative AI, IT process automation, digital transformation, and low-code/no-code platforms, enabling rapid deployment, cost efficiency, and solutions closely aligned with business needs.

4Experience

<https://4experience.co/> info@4experience.co



Areas of activity

VR/AR/XR

Description

4Experience is a VR/AR and XR development studio focused on medical, industrial and training applications. We create immersive simulations for first aid, medical procedures, workplace safety, emergency response and industrial operations. Our projects combine realistic scenarios, interactive design and often custom hardware, providing safe and repeatable environments for skill development. By delivering tailor-made solutions, we help organizations strengthen competencies, reduce risks and improve training effectiveness.

A2 Softworks

<https://www.a2softworks.com> contact@a2softworks.com



Areas of activity

software development, VR/AR/XR, cultural projects, games and gamification

Description

A2 Softworks (A2S) is a game dev studio based in Poznan, Poland. We are a team of young game enthusiasts, and as players ourselves, we want to create games that we cannot find on the market. For us creating games is not only a job but first of all a fun and joyful way to express ourselves. More information on A2 Softworks is available here: <https://www.a2softworks.com>

A4BEE

<https://a4bee.com/> hello@a4bee.com



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, lab equipment

Description

A4BEE is an innovative tech company addressing biotech and pharma challenges through process automation, lab digitization, data management, and equipment manufacturing. Its team of 100 experts – including engineers, biotechs, and data specialists – supports global leaders in digital transformation, delivering real solutions. By combining expertise in life sciences, technology, and business, A4BEE helps clients fully leverage the potential of data and modern technologies. The company conducts its R&D activities and delivers innovative products for modern laboratories.

aaa.do
aaa.do learn@aaa.do


Areas of activity

software development, AI, cybersecurity, e-learning

Description

Business and team management, meeting the needs of people with disabilities, personal development – aaa.do is the place where you will find knowledge and experience of specialists and practitioners. Use your energy and act. We invite you to aaa.do: the world of business, values and development.

AbiFlow
www.abiflow.com office@abiflow.com


Areas of activity

software development, IoT/M2M, AI, hardware

Description

We are a software development company. Based on our proprietary Low-Code platform, we implement systems for managing customer relationships, projects, and tasks. We digitize business processes and develop web applications, Big Data solutions, and B2B/B2C systems. We build mobile applications for Android and iOS, and we drive process and technological innovation. Our team creates native mobile technologies and carries out innovative R&D projects, also as a consortium partner in countries such as Spain and the Netherlands.

We design advanced responsive websites (RWD) and develop e-commerce platforms based on WordPress, PrestaShop, and Magento.

Absolut Systems

absolutsystems.com hello@absolutsystems.com



Areas of activity

software development, AI, AI and Automation for the Circular Economy

Description

Absolut Systems redefines how businesses grow. We blend strategy, AI, and design to create digital solutions that feel simple, powerful, and human. From custom software to transformation programs, we help leaders unlock tomorrow-today.

accessibility.com.pl

accessibility.com.pl simple@accessibility.com.pl



Areas of activity

software development, accessibility, WCAG

Description

We are a team of experts with many years of experience in accessibility, training, cybersecurity, outsourcing and software development. Our experts have been cooperating with institutions and companies for years, training and advising on optimal solutions.

Accesto

<https://accesto.com/> hello@accesto.com



Areas of activity

software development

Description

Meet experts in PHP modernization. We see ourselves as a reliable long-term partner for our clients, taking the overall responsibility for their PHP-based products, making them scalable & profitable. Throughout the 15 years that we have existed on the market, we've focused on solving deep issues within existing PHP applications and seen them flourish as a result.

As your technological partners, we are ready to take responsibility for your product's growth and prioritize solutions that are most needed for your business, while also refactoring and developing new features simultaneously.

Accuma

accuma.pl biuro@accuma.pl



Areas of activity

software development, hardware, Industrial software, PLC programming

Description

We deliver advanced process automation, robotics, and end-to-end production control and management solutions. We design and build machines, complete technological lines, and quality control systems, with software precisely tailored to each client, ensuring full integration of technology with production processes. Our strength lies in an expert team of engineers, automation specialists, and IT professionals with years of experience delivering the most demanding projects. Leveraging unique know-how, we partner mainly with global automotive leaders, setting new benchmarks in manufacturing worldwide.

ACTIVATIO.COM

<https://activatio.com/> office@activatio.com



Areas of activity

software development, AI

Description

At ACTIVATIO.COM Sp. z o.o., we're developing an AI-powered platform that helps companies boost employee motivation and loyalty through personalized challenges and gamification. Our tool adapts rewards to individual needs and fosters teamwork through community-driven tasks that encourage collaboration and healthy competition. Focused on innovation, effectiveness, and real user needs, we continuously improve our solution to enhance workplace productivity and satisfaction.

adQuery

<https://adquery.io/> m.naruszewicz@adquery.io

adQuery[®]

Areas of activity

software development, big data, AI, blockchain, fintech

Description

adQuery is a next-gen AdTech platform for brands that demand trust, measurability, and compliance.

It delivers high-performance, fraud-resistant digital campaigns using proprietary AI (SEMTEQ™), privacy-by-design targeting (QID™), and blockchain-based performance verification.

Fully cookieless, GDPR/DSA/AI Act-ready, and powered by Q-ECO™, which reduces campaign emissions by up to 60%.

adQuery helps brands regain control over digital attention and sets a new standard in sustainable, accountable advertising.

AdRem Software

<https://www.adremsoft.com/> marketing@adremsoft.com



Areas of activity

software development, cybersecurity

Description

NetCrunch by AdRem Software is an advanced IT infrastructure monitoring & alert management system. It keeps business services reliable by monitoring network health in real time – creating live network views and IT inventory, diagnosing problems with AI assistance, and performing automated fixes'. With 670+ ready-to-use templates for services, applications, connections and security devices, it is used by network and physical-security teams to ensure service quality, prevent outages, improve documentation, control resource use, and plan capacity. Deploy on-premises or in the cloud.

Agencja Interaktywna Mateusz Wtorek

<https://mateuszwcorek.pl> kontakt@mateuszwcorek.pl



Areas of activity

software development

Description

Mateusz Wtorek is a seasoned web developer and IT freelancer based in Kraków with over 12 years of professional experience. He specializes in designing and building responsive websites (WordPress), e-commerce stores (WooCommerce, PrestaShop, Magento), and custom web and mobile apps. His services include SEO & Google Ads campaigns, server administration, hosting setup, and audits. He leads a team and offers free project audits.

AISEEMO

<https://aiseemo.com/> contact@aiseemo.com



Areas of activity

software development, AI

Description

Aiseemo delivers cutting-edge AI-powered video analytics for real-time object and event detection. Leveraging deep AI/ML expertise, we design tailored solutions for specific operational needs, available through flexible SaaS or licensing models. Our R&D capabilities go beyond computer vision, unlocking innovative, data-driven applications. Trusted in Security, Logistics, HORECA, Edu-tech, and Manufacturing, Aiseemo enhances safety, quality, and efficiency across industries.

AITelier Michał Gapiński

aitelier.eu info@aitelier.eu



Areas of activity

AI, Azure, M365, Windows Servers, Windows Clients

Description

AITelier empowers businesses and professionals through expert IT training, consulting, and implementation. We specialize in Microsoft solutions – Windows Server, Microsoft 365, and Azure – and in essential cybersecurity skills. From customized courses to seamless system deployments, ongoing support, and strategic advisory, we help organizations boost efficiency, strengthen security, and accelerate their digital transformation journey.

Aiwave Technologies

www.aiwave.care aiwavetechnologies@gmail.com



Areas of activity

IoT/M2M, AI, hardware, MedTech, Security

Description

AiWave is a smart, contactless monitoring system that uses AI and 4D mmWave radar to track vital signs and detect emergencies like falls or fainting, without cameras or wearables. It ensures privacy while providing 24/7 health and safety insights for homes and care facilities. Advanced sleep monitoring and behavior analysis support early health interventions. Easy to install, non-invasive, and always on, AiWave helps protect your loved ones or patients with confidence and comfort, without false alarms.

Algolytics Technologies

<http://www.algolytics.com/> info@algolytics.pl



Areas of activity

software development, big data, AI

Description

Algolytics delivers a comprehensive Data Science Platform, focused on automating business processes and facilitating data-driven decision-making. Leveraging advanced machine learning and artificial intelligence technologies, the Algolytics strengthens key business areas such as credit scoring, fraud prevention, data quality control, sales forecasting, product recommendations, marketing campaigns optimization, and inventory management.

All for One Poland

www.all-for-one.pl info.pl@all-for-one.com



Areas of activity

software development, big data, IoT/M2M, AI, cybersecurity, SAP implementation / transformation / support

Description

We are the leader of the SAP services market in Poland. As part of the All for One Group, we co-create a group of companies with a leading position in Central Europe's SAP market. We provide systems maintenance and IT security services. We offer solutions to digitalizing processes and develop tailor-made software.

ALLPlayerShare PSA

<https://allplayershare.com/> maciek@allplayer.com



Areas of activity

software development

Description

We are a software developer. Our previous projects include ALLPlayer, Catzilla, and Superkulki, which have achieved market success. We are currently working on ALLPlayerShare, a solution for sharing large files over the internet. Thanks to advanced technology, users can easily send large files via a secure connection.

Alma S.A.

www.alma.biz.pl office@alma.biz.pl



Areas of activity

hardware, cybersecurity, telecommunication transmission and DWDM networks

Description

Alma S.A. is a leading IT integrator specializing in DWDM, LAN, and WAN solutions, as well as cybersecurity, including quantum key distribution (QKD) and quantum number generators (QNG).

The company successfully conducts research projects on the cybersecurity of industrial networks using artificial intelligence and machine learning.

With over 40 years of experience and hundreds of completed projects for the most recognizable companies in Poland and around the world, we are among the top integrator companies in the country.

Altar

<https://altar.com.pl/> info@altar.com.pl



Areas of activity

software development, AI, fintech

Description

Altar is a Polish company with 34 years of experience, offering innovative, proprietary IT solutions that leverage AI technology, among other technologies. This powers, for example, AI Quality Management – a program for automated analysis of customer service quality – AI Contact Center, and Parrot AI, which supports the medical industry. Altar's tools build a strong business foundation across many sectors, including finance, TSL, and medical, in both cloud and on-premise models, ensuring full integration and security.

Altimi

www.altimi.com agnieszka.ulaniak@altimi.com



Areas of activity

software development

Description

We support businesses in accelerating their growth with our extensive consulting and technology expertise, flexible collaboration models, and access to experienced talent pool of business and technology experts. We empower organizations through consulting services, helping them to define strategies, modernize their technology landscape and make informed strategic decisions.

Antologic

<https://antologic.com/> info@antologic.com



Areas of activity

software development

Description

Antologic is a technology partner established in 2007. We specialize in custom software development for medium and large enterprises. With approximately 70 developers, we focus on delivering complex, bespoke solutions, particularly in Java. Over 17 years, we have completed nearly 350 projects across European markets. Our expertise includes developing intricate back-office systems, IoT/Smart City platforms, and comprehensive platforms. Our specializations recently include fintech, insurance, and horeca.

Apollogic

<https://apollogic.com/> hello@apollogic.com



Areas of activity

software development, VR/AR/XR, IoT/M2M, AI, hardware, Enterprise solutions (SAP, Microsoft), Cloud

Description

Apollogic is one of leading Polish ICT companies, combining expertise in SAP transformation, AI, IoT, low-code, and cloud technologies. As a certified partner of SAP, Microsoft, and Raspberry Pi, Apollogic delivers integrated solutions – from ERP modernization and cloud migration to smart device design and development of generative AI solutions and bespoke business apps. This unique blend of consulting and technical skills allows the company to support enterprises in executing complex, end-to-end digital transformation strategies tailored to real business needs.

Appchance Group

<https://appchance.com/> contact@appchance.com



Areas of activity

software development, VR/AR/XR, big data, AI, SAAS platform for loyalty & e-commerce

Description

For over 14 years Appchance has been delivering top-quality mobile and web applications, creating end-to-end products for industries such as beauty, medical, retail, marketplace, lifestyle, municipal and agriculture. Today we focus on comprehensive support in digital commerce – combining innovative SaaS and personalized solutions with the expertise of our professional team.

We build partnerships that unlock growth, streamline operations and deliver measurable results. Each partnership is built on direct, individual approach, ensuring measurable results, growth and trust.

Apptimia

www.apptimia.com office@apptimia.com



Areas of activity

software development, VR/AR/XR, IoT/M2M, AI

Description

Apptimia provides high-quality software R&D services for select industries. Our team of over 30 experienced engineers helps leading companies in the U.S. and Western Europe tackle complex R&D challenges with a modern, streamlined approach. We emphasize real results through an agile, iterative process. We serve clients in Agriculture, IoT, UAV, and Manufacturing segments, bringing deep expertise across a wide range of technologies and software domains.

APR

aprmedia.pl kontakt@aprmedia.pl



Areas of activity

software development, IoT/M2M, AI, hardware

Description

APR is a company that provides enterprises with sensory marketing services based on advanced IT technologies. Our services include: audiomarketing, aromamarketing and videomarketing. We provide our services to companies from several European countries.

Our clients include: commercial network, retails, shopping malls, hotels, restaurants, car dealers and many others.

The audio service, through the Media Sync digital platform, is also delivered as a cloud-based Software as a Service (SaaS) solution.

ArdentCode

www.ardentcode.com sales@ardentcode.com



Areas of activity

software development, AI, Legaltech,

Description

As a software engineering company with over 20 years of experience, we serve as your autonomous team,

capable of delivering efficient wins and value. Or as the additional talent you need to accelerate

projects, fully embedded in your organization, building long-term capabilities and sharing know-how.

We pride ourselves on extensive legal-tech experience gained from over 20 years of synergistic co-operation with a global leader in professional information, software solutions, and services for the legal industry. Recently we have adopted an AI-first approach, building our own products as well.

Athenasoft

<https://ath.pl> info@ath.pl



Areas of activity

big data

Description

Athenasoft is a recognized leader in the construction software industry. Our mission is to provide innovative solutions to support our clients in effective project management. With over 26 years of experience on the Polish market, we deliver advanced systems with success. Most of them are cost estimation software and investment process management support systems, including education through our software programs. We focus on a variety of solutions. Our users range from large corporations and public administration to small businesses.

software development,

Atos Poland Global Services



atos.net infoopl@atos.net

Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, cybersecurity, other, Cloud

Description

Atos Group is a global leader in digital transformation with c. 70,000 employees and annual revenue of c. € 10 billion, operating in 67 countries under two brands – Atos for services and Eviden for products. Atos Group, the European number one in cybersecurity, cloud, and high-performance computing, is committed to a secure and decarbonized future and provides tailored AI-powered, end-to-end solutions for all industries. Atos is a SE (Societas Europaea) and listed on Euronext Paris.

AutomAlze P.S.A.



www.automalze.pl kontakt@automalze.pl

Areas of activity

big data, AI

Description

Achieve more with the same team – with AI. Save up to 25% of admin time. AI adoption for business: trainings, automations and agents. For mid-sized B2B service companies (80+ employees).

Autopay

<https://autopay.eu/> info@autopay.pl



Areas of activity

fintech

Description

The company is a leading Polish technology and finance provider creating a fintech ecosystem for businesses and retail customers. Autopay offers a range of tools for payments, online verification, AI, and marketing, supporting businesses in their transition from a local focus to global expansion. The company's solutions are used by over 50,000 online businesses and over 12 million people every month.

Avograna

<https://www.avograna.com/> contact@avograna.com



Areas of activity

software development, AI, Leasing Management System, Intelligent Automation

Description

Avograna is a Polish technology company specializing in custom software development and intelligent business process automation. We combine deep IT expertise with modern AI solutions, offering the Avograna Business Assistant – an AI-powered assistant that supports companies in their daily operations. In parallel, we are developing an asset-leasing management system for international clients.

AWSM

awsm.pl sales@awsm.pl



Areas of activity

software development

Description

AWSM is a software house specializing in Java server and cloud solutions. With many years of experience working with insurance companies, we deliver scalable and secure software tailored to complex business needs. Combining technical expertise, agile methods, and creative thinking, we ensure high-quality results. All our team members speak German, enabling smooth collaboration with clients in German-speaking markets.

bards.ai

<https://www.bards.ai/> info@bards.ai



Areas of activity

software development, AI

Description

Bards.ai is your partner in AI and Data Science transformation. We are a team of technology experts and researchers who create practical business solutions with data science and AI. We specialize in custom AI and ML solutions, AI R&D, and team extension, helping you to integrate the latest AI achievements with your products and processes. Our team are best-in-class Data Science engineers with rich experience in AI projects and scientific achievements. We have a proven track record and experience working with both large enterprises and dynamic SaaS companies (e.g., Comcast, Brand24, Surfer).

BCMLOGIC SOLUTIONS

www.bcmlogic.com biuro@bcmlogic.com



Areas of activity

cybersecurity

Description

BCMLogic Solutions is a company that develops a comprehensive GRC (Governance, Risk, Compliance) system that integrates risk, incident, business continuity, and supplier management into a single, coherent architecture. BCMLogic supports financial, technology, and regulated institutions in meeting regulatory requirements, including DORA, NIS2 (KSC), ISO 22301, ISO 27001, and industry standards for digital resilience and information security management.

BEESSSET

www.beeset.com office@beeset.com



Areas of activity

software development, IoT/M2M, AI, hardware, blockchain

Description

Besseet develops software and hardware for public transport: dynamic passenger info, fleet management, electronic fare collection. It delivers complete solutions – frontend websites, backend server software, mobile apps, and devices like validators, POS terminals, inspection devices, e-cards, microcontrollers, and IoT devices. Systems integrate with traffic control to give transit priority. The firm focuses on safe, reliable tech, including its own blockchain to distribute ticket and card data. They also audit and consult on transport systems.

Bertek Polska

www.bertek.eu contact@bertek.pl

The Bertek logo consists of the word "bertek" in a lowercase, sans-serif font. The letters "bertek" are white, and the letter "e" is a vibrant green. The logo is set against a solid grey rectangular background.

Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, cybersecurity, blockchain, fintech

Description

Bertek Polska is a trusted IT partner delivering nearshoring, outsourcing, and RPO services to clients across Europe. We specialize in building agile development teams, scaling tech operations, and recruiting top IT talent fast. With more than a decade of experience, we empower businesses to grow with reliable, scalable and cost-effective tech solutions.

BIOMesh

<https://biomesh.io/> biuro@biomesh.io



Areas of activity

IoT/M2M, AI, hardware

Description

BIOMesh is an impact-driven startup whose experienced team is developing an intelligent platform to monitor mold and storage-pest risks in food products. The solution aims to reduce the economic impact of losses and the health risks posed by mold and mycotoxins, affecting both humans and livestock.

By leveraging cutting-edge technologies such as IoT, ML/AI, and a smart measurement e-Nose, the platform enables effective prediction of storage mold up to two weeks in advance. This helps protect and enhance the competitiveness of agricultural and livestock farms worldwide.

Bitnoise

<https://bitnoise.pl/> info@bitnoise.pl

Bitnoise—

Areas of activity

software development, VR/AR/XR, AI, Product development, HRtech, EduTech, FSM

Description

At Bitnoise, we build digital products and remote engineering teams for scale-ups. We have extensive experience with HRtech and EduTech products, along with business-oriented AI integrations and their real-world use'. We work with partners worldwide, and our company is based in Poznań, Poland.

BitPeak

www.bitpeak.com office@bitpeak.com

 **BitPeak**
Value from Data

Areas of activity

big data, AI

Description

With a proven track record of successful projects for leading financial institutions, we've demonstrated our expertise in delivering data management solutions. We streamline processes, ensure regulatory compliance, and drive innovation. This makes us a trusted partner in the financial sector, helping companies choose the most effective solutions regardless of the provider or technology. Our know-how ensures full compliance with the Financial Supervision Authority and GDPR standards. BitPeak's commitment to quality and security is also reflected in our ISO 9001 and ISO 27001 certifications.

Blank Paper

<https://blankpaper.eu/> kontakt@blankpaper.eu



Areas of activity

software development, E-commerce Solutions, Multiplatform Integrations

Description

Blank Paper crafts innovative, user-friendly IT solutions tailored to your business needs. We provide end-to-end support, from concept to deployment, specializing in Minimum Viable Products (MVPs). Our expertise spans UX/UI design, prototyping, and application testing, delivering intuitive, custom solutions. With successful projects in the UK, Sweden, Germany, and Poland, we communicate fluently in English, Polish, and German. Our applications are designed for ease of use, requiring no specialized knowledge, ensuring seamless management for all users.

Blue Bolt by NTT System

www.blueboltapp.com btlp@ntt.pl



Areas of activity

software development, IoT/M2M, AI, hardware

Description

Blue Bolt is a mobile app for secure access control and room booking in residential and office buildings. It allows users to open doors, gates, and other access points with their smartphones and to reserve shared spaces with ease. Backed by our own hardware and Intel® technology, Blue Bolt offers reliability, scalability, and cost-efficiency. Installed in over 300 projects worldwide, it helps property owners streamline operations, improve tenant satisfaction, and unlock the full potential of their buildings.

BlueRider.Software

<https://bluerider.software/> sales@bluerider.software



Areas of activity

software development, AI, Legal

Description

BlueRider.Software is a Polish technology partner focused on two key areas: building end-to-end SaaS solutions for growth-stage companies, and revitalizing legacy applications into secure, high-performance platforms. By managing the full SDLC, we ensure our solutions are reliable and aligned with business goals. We also provide flexible outsourcing of vetted talent to support client teams. Based in Poland, our expert team ensures seamless communication and collaboration with partners across Europe and North America.

Blumilk

<https://blumilk.pl> office@blumilk.pl



Areas of activity

software development, AI

Description

Blumilk is a Polish IT solutions and digital product studio combining deep technical expertise with real business insight. Our 30-person team specializes in building tailored digital solutions – from complex web and mobile apps to educational platforms and intelligent scheduling systems. We support public institutions, universities, and private companies across Europe through digital transformation and the solution of real business challenges with technology. With strong R&D capabilities and a growing AI portfolio, we don't just deliver code – we deliver impact.

Booster of Innovation®

<https://boosterofinnovation.com/> hello@boosterofinnovation.com



Areas of activity

AI, AI & Innovation Strategy

Description

Booster of Innovation empowers companies to outpace change and turn AI into a competitive edge. We help organisations reimagine the future, craft bold innovation strategies, spot disruptive trends and build the skills that matter tomorrow. Through foresight, future scenario planning and AI-driven innovation, we guide businesses on their digital transformation journey, helping them create resilient models that thrive in times of uncertainty.

BP2ML

<https://system.tazu-app.com> jacek.rakoczy@bpower2.com



Areas of activity

software development, AI

Description

TAZU – an intelligent platform for budget and task management. It combines budget ledgering with Machine Learning-driven task analysis, automates task-to-pattern assignment, recommends budget allocations, and integrates with ERP systems. TAZU centralizes data, improves transparency and decision-making, reduces manual errors and saves organizations' time.

BPBS

<https://system.tazu-call.app/null> office@bpbs.com.pl



Areas of activity

software development, AI

Description

Tazu-Call (iOS/Android) is a mobile application that automatically records phone calls and integrates them with a CRM system. It helps field employees access the context of incoming calls and efficiently plan tasks and priorities. Additional modules being developed include contacts, analytics, notifications, and monetization. The project does not include a desktop version or integration with payment systems other than Stripe.

BrainForge IT: Software & Consulting

<https://brainforgeit.com/> sales@brainforgeit.com



Areas of activity

software development, IoT/M2M, AI

Description

BrainForge IT is a software company founded by experienced managers and engineers. We specialize in custom mobile applications, dedicated business software, and e-commerce solutions. With a strong focus on quality and long-term partnerships, we've successfully delivered projects for dozens of satisfied clients across various industries.

BrandKing Karol Sidorowski

<https://www.brandking.eu/>

kontakt@brandking.eu



Areas of activity

Design, branding, logo design

Description

ChatGPT powiedział: Karol Sidorowski, freelance graphic designer. My specialty is logo design, visual identity, and comprehensive graphic support for businesses. I create designs for both print and web.

Brandly360

<https://brandly360.com/en/>

contact@brandly360.com



Areas of activity

E-commerce

Description

Brandly360 is a unique all-in-one solution in the digital shelf management market. It tracks product presence, visibility, pricing, and promotional activities in online stores, helping brands achieve effective positioning against competitors. Our goal is to consistently deliver the highest-quality data to support clients in making informed business decisions.

The company provides comprehensive data analysis tools that give manufacturers and retailers precise insights into their products, competitors, and market trends. This helps companies respond quickly and effectively to e-commerce change

Brilliant Group

www.besite.pl biuro@brilliantgroup.pl



Areas of activity

software development, AI

Description

Besite is part of the Brilliant Group – a company based in Poland with over 10 years of experience. Our key activities are web development and SEO services. We specialize in WordPress and pixel-perfect RWD frontend projects. Our team consists of experienced developers, designers (UX/UI) and SEO specialists with more than 5 years of experience. We believe that a successful project is always a mix of experience from many fields (UX/UI, DEV, SEO) – only then can you expect it to work as it should in the competitive environment the web currently is.

BRS

brsinfo@brsolutions.pl



Areas of activity

software development, big data, AI, Business Intelligence, Data Analytics

Description

We are experts in helping companies to utilise their data. From strategy, through analytics and data warehousing, to automation and AI. We provide our services to companies across multiple industries, including manufacturing, banking, telecommunications, healthcare, and insurance. We build our solutions using: Azure Fabric, Azure Data Factory, SQL Server, Power BI, Strategy One, and DataBricks.

BUSINESS SOFTWARE SP Z O.O.

www.businesssoftware.pl magdalena.bodendorf@businesssoftware.pl



Areas of activity

software development

Description

Business Software Company since 2011 specializes in:

1. Implementation of software solutions at the client's request – integrators, specialized software, dedicated solutions.
2. Modernization of existing software, by migrating to new, optimal, and effective technologies.
3. Creation of solutions to automate processes and reduce unnecessary manual workload.
4. Administration of created solutions, as well as user support, maintenance, development, and modernization of existing software.
5. Providing consulting services on the application of appropriate IT solutions

BuyerMind

bm17.co biuro@bm17.co



Areas of activity

software development, big data, AI

Description

BuyerMind equips B2B business analysts and teams to uniquely link customer intent to real-world processes. Our AI-Agent system constantly observes, analyzes, and learns, showing you not just how processes flow, but why customers act, and how your processes respond.

BuyerMind's AI-Agent system:

Detects customer intent from all signals and understands motivations.

Maps intent-to-processes, pinpointing where critical intents emerge and where workflow inefficiencies occur.

Autonomously optimizes processes, recommending and initiating improvements to boost conversion and satisfaction.

BW ADVISORY

<https://www.itgrc.pl/> biuro@itgrc.pl



Areas of activity

cybersecurity

Description

BW Advisory sp. z o.o., headquartered in Poland with offices in the UK and the UAE, is a leader in technology, information security, and GRC & Audit.

We provide comprehensive SOC 1, SOC 2, SOC 3, and other SOC audits across sectors such as finance, energy, and ICT, with a focus on robust internal controls. Our services include IT and security audits, GRC system integration, and business failure analysis, providing insights into potential risks. We also specialize in international compliance and cybersecurity standards.

With a proven track record of sophisticated projects for both private and public sectors, including high-profile institutions and critical installations, BW Advisory is dedicated to ensuring client success through top-tier expertise in technology, security, and compliance.

byteLAKE

www.byteLAKE.com welcome@byteLAKE.com



Areas of activity

AI

Description

byteLAKE's AI Solutions for Industry: Predictive Maintenance | Energy Management | Production Optimization | AI Agents | Data-Driven Insights | Private AI

What is AI?

AI turns data into actionable insights—like human senses: cameras as eyes, microphones as ears. Systems like IoT, MES, SCADA, ERP, and CMMS provide data for analysis.

byteLAKE's Cognitive Services optimize industrial processes using advanced AI and academic partnerships to boost efficiency and innovation.

Industries: manufacturing, utilities, food production, paper industry, and more.

Presentation: bytelake.com/en/product

C&F S.A.

<https://candf.com/> info@candf.com



Areas of activity

software development, big data, IoT/M2M, AI, fintech

Description

C&F is a trusted technology partner with over 20 years of experience delivering solutions to global enterprises, especially in regulated industries such as life sciences, manufacturing, animal health, and FMCG. We combine business insight with technical expertise to support digital and data transformations. Our portfolio spans analytics, AI, and digital consulting, while our dedicated platform AdaptiveGRC helps organizations strengthen governance, risk, and compliance in line with the latest regulations and industry standards.

Caruma

<https://caruma.io> office@caruma.io



Areas of activity

software development, IoT/M2M, AI, blockchain

Description

At Caruma, our core expertise lies in harnessing the power of blockchain technology to create practical and transformative solutions. We are deeply involved in Web 3.0 and AI. Our innovations and services are focused on delivering real-world value across various sectors.

Our vision is to be the leading catalyst for digital transformation, empowering industries and communities through the innovative application of Web 3.0 technologies. We strive to create a future where blockchain solutions are seamlessly integrated into everyday life, fostering transparency, efficiency, and sustainability.

Chaos Gears

<https://chaosgears.com/> persefona_87@wp.pl



Areas of activity

big data, AI, cybersecurity, fintech, cloud, cloud migration, AWS services, DevOps

Description

At Chaos Gears, we help businesses harness the full power of the cloud. As cloud navigators with a security-first mindset, we provide our clients with cutting-edge technologies, such as generative AI. Whether you're planning a cloud migration, bespoke app development or strategizing AI implementation in your organization, we're here to support you every step of the way.

ChipCraft

<https://chipcraft-ic.com/> office@chipcraft-ic.com



Areas of activity

IoT/M2M, hardware, Electronic components, IC design services

Description

ChipCraft is a private, fabless semiconductor manufacturer specializing in GNSS technology. The company provides fully integrated, multi-frequency, multi-constellation GNSS receivers of high precision and reliability. The NaviSoC receiver is available as a chip and a module and is dedicated to consumer, industrial, and automotive markets. ChipCraft also offers custom silicon design and development services for ASICs and FPGAs, as well as silicon-proven IP blocks and cores for multiple markets. The company is headquartered in Warsaw, Poland and supports customers worldwide.

CinematicVR

<https://cinematicvr.pl/en/vr-ar-production-studio/>

kontakt@cinematicvr.pl



Areas of activity

software development, VR/AR/XR, AI

Description

An XR production studio specializing in creating VR and AR films and applications. Creators of the ISSVR (Interaktywny System Szkoleniowy VR), an in-house, no-code toolset for creating and managing interactive VR training scenarios. It significantly reduces the cost and time of VR training production and implementation. Our clients include McDonald's, Triumph, Nespresso, the Royal Castle in Wawel, T-Mobile, Mercedes-Benz, Amundsen, and Atrium European Real Estate.

Cloudflight Polska

<https://www.cloudflare.com/en/> reception@divante.pl



Areas of activity

software development

Description

Cloudflight Polska is a global leader in eCommerce solutions.

We empower B2B and B2C businesses with dedicated teams of developers, designers, analysts, and testers who work together to enhance eCommerce from every perspective.

As a digital pioneer and strategic partner, we design complete software ecosystems, develop tailored applications, and deliver seamless integration solutions.

From the first idea to development and ongoing operations, we support companies at every stage of their journey.

Codahead

<https://codahead.com/> hi@codahead.com



Areas of activity

software development, IoT/M2M, AI, hardware, blockchain

Description

Codahead is a Poland-based deep-tech company specializing in AI, hardware, blockchain, and immersive reality (XR/AR/VR). We've delivered award-winning solutions across fintech, retail, healthcare, automotive, media, manufacturing, and transportation. Our products run on 30,000+ devices and process \$1.5B+ annually. With flexible models—project-based, managed teams, or staff augmentation—we support clients end-to-end, making digital innovation scalable, effective, and cost-efficient.

codequest

<https://codequest.com/> hello@codequest.com



Areas of activity

software development, AI

Description

codequest is a software studio that helps startups and businesses turn ideas into products. With expertise in web, mobile, and AI-driven solutions, the team supports clients from innovation consultancy and product ideation to complete product development. Trusted by global brands like Glassdoor and Weight Watchers, codequest is now focused on building smarter solutions powered by retrieval-augmented generation (RAG) and AI, empowering businesses to innovate and scale with confidence.

Codlake S.A.

<https://www.codlake.com/> biuro@codlake.com



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, cybersecurity, blockchain, fintech, IT services from consulting to implementation

Description

Codlake S.A. is your exceptional IT partner, deeply understanding unique client needs and solving complex business challenges through innovative software development and ERP solutions. Serving the manufacturing, finance, and logistics sectors, we deliver stable, professional services – from consulting to implementation – including our DataERP system for production optimization. We build long-term partnerships that drive sustainable business transformation and growth. Codlake S.A. is part of Euvic Group, the largest federation of IT companies in Central Europe.

Color Factor

colorfactor.pl biuro@colorfactor.pl



Areas of activity

Professional vertical printing on various surfaces

Description

Color Factor is a Warsaw-based company specializing in professional wall printing services using innovative UV technology. They use the WallPen E2 UV wall printer to create high-quality graphics, murals, logos, and decorative elements directly on vertical surfaces, both indoors and outdoors.

Their mission focuses on creating unique, personalized spaces through innovative technology while maintaining environmental responsibility. They emphasize eco-friendly, odorless inks and clean processes for photographic-quality prints with precision and durability.

Commerzbank branch in Poland

www.lodz.commerzbank.pl komunikacja@commerzbank.com



Areas of activity

software development, big data, AI, cybersecurity, fintech

Description

Commerzbank is a leading commercial bank offering a wide range of financial services for private and corporate clients. It operates in all markets worldwide. Commerzbank group also includes mBank – one of the most innovative banks in the world.

At Commerzbank's Digital Technology Center in Poland, based in Lodz, we develop and implement projects in two key areas:

- development and management of applications enabling comprehensive digitalization of business processes,
- analytical and programming work in the field of advanced methods of risk and capital management.

Comptest Group

<https://comptest.pl/> jakub.wagner@comptest.pl



Areas of activity

hardware

Description

Comptest is an independent after-warranty B2B repair center for electronic equipment, focused on Telecommunication, networking, power, and automation products.

Comtegra S.A.

www.comtegra.pl info@comtegra.pl



Areas of activity

software development, big data, AI, hardware, cybersecurity

Description

Comtegra provides advanced technologies to create safe and efficient ecosystems for storing, processing, and analyzing data, enabling our customers to use their data in an optimal and secure manner, regardless of where it is stored.

Company areas of specialization include data center infrastructure implementation, data security services, post-guarantee services & maintenance.

Comtegra also provides cloud services based on its own platform – Comtegra Enterprise Cloud. Additionally, Comtegra delivers AI services that can be implemented on client's infrastructure or in the Comtegra GPU Cloud.

Cormo

cormo.pl kontakt@cormo.pl



Areas of activity

software development, fintech

Description

Cormo is a software house that combines modern technologies with solid foundations. We specialize in creating dedicated IT solutions that help companies achieve new levels of efficiency and innovation. We also offer mobile, desktop applications, system integrations, and artificial intelligence-based solutions. From concept through design and implementation to technical support, we provide comprehensive service at every stage. At Cormo, we focus on professionalism, partnership and high quality. Our team consists of experienced programmers, analysts, and designers.

CTHINGS.CO

<https://cthings.co> contact@cthings.co

CTHINGS.CO®
EDGE IOT SOLUTIONS

Areas of activity

software development, IoT/M2M, hardware

Description

CTHINGS.CO specializes in edge computing, IoT, and 5G solutions, delivering advanced hardware, software, and hybrid cloud technologies for seamless connectivity, security, and automation.

At the core of our offering is the Orchestra Platform, an AI-driven solution designed for real-time data processing, secure network management, and intelligent orchestration of IoT ecosystems.

With a focus on flexibility, scalability, and resilience, we empower industries such as manufacturing, logistics, energy, and smart cities, helping organizations accelerate digital transformation at the edge.

Currency One

<https://currency-one.com/> biuro@currency-one.com



Areas of activity

fintech

Description

Currency One is one of the largest companies on Poland's online currency exchange market, with over 1,300,000 customers and more than 200,000 transactions per month. C1 focuses not only on money exchange, but also on international money transfers. Currency One holds a national payment institution license issued by the Financial Supervision Commission. Currency One is the owner of Walutomat.pl and InternetowyKantor.pl. As the first Fintech company in Poland, joined SEPA Instant, SEPA and RippleNet. Currency exchange based on all 24 supported currencies, IBANs in EUR, USD, GBP, PLN, Multicurrency Payments, API

CyCommSec



<https://www.cycommsec.com/> pawel.punda@cycommsec.com

Areas of activity

AI, cybersecurity

Description

CyCommSec has been supporting companies in Poland and across Europe since 2021 in building secure and resilient IT environments. We offer penetration testing, incident management (SOC), consulting, and regulatory compliance services, including DORA, NIS2, and ISO 27001.

Our end-to-end approach stands out by not only identifying vulnerabilities but also helping to eliminate them. In 2024, we launched FUSE AI – an innovative AI-powered platform that automates security testing and vulnerability management, driving the growth of the digital economy.

DaminDesign

<https://www.damindesign.com/> contact@damindesign.com



Areas of activity

software development, IoT/M2M, AI, Game Development, New AI Technologies

Description

DaminDesign specializes in bringing creative concepts to life through advanced 3D modeling, architectural visualization, game development, and visual effects. We are also actively developing innovative technologies powered by artificial intelligence (AI), shaping the future and setting new standards in the creative industry.

Data Octopus

<https://dataoctopus.io> hello@dataoctopus.io



Areas of activity

software development, big data, E-commerce

Description

Data Octopus is an application that uses e-commerce product and customer data to improve sales profitability. The application runs entirely on Google Cloud Platform and its native data warehouse is Google BigQuery. It enables analysis and advanced product segmentation based on data from multiple sources, as well as product feed management, for all major solutions that require product data, such as advertising systems, marketplaces, price comparison sites, chatbots, or marketing automation systems.

Datumo

<https://www.datumo.io/> contact@datumo.pl



Areas of activity

big data, IoT/M2M, AI, fintech

Description

Specializing in data platform creation, migration, and modernization, Datumo leverages the latest technologies across Google Cloud, Azure, and Snowflake to unlock the full potential of data for businesses worldwide. As a Google Cloud Partner with a Data Analytics – Services Specialization and a Snowflake Services Partner Select, we demonstrate a strong commitment to using state-of-the-art cloud and Big Data technologies. We have successfully delivered over 40 long-term projects, powered by our deep industry expertise.

Develocraft

www.develocraft.com contact@develocraft.com

DEVELOCRAFT_

Areas of activity

software development, Staff augmentation, permanent recruitment

Description

We help international companies access top Polish IT talent through flexible, compliant, and cost-effective hiring models. Our deep knowledge of the local market and labor law makes expansion smooth and secure.

****Services:****

• ****Permanent Recruitment****

– Build your core team

• ****Staff Augmentation****

– Add specialists instantly

• ****Dedicated Teams****

– Deploy a full, managed IT team

Trusted by global brands, we handle the complexity so you can focus on growth.

Deviniti

deviniti.com deviniti@deviniti.com

DEVINITI

Areas of activity

software development, big data, AI, atlassian ecosystem

Description

We help enterprises move fast and embrace next-gen technologies. Trust our GenAI development services and Atlassian expertise. We have helped 236+ organizations in banking, finance, and technology achieve their strategic initiatives faster.

Digital Gateways

<https://digitalgateways.tech/> hello@digitalgateways.tech



Areas of activity

cybersecurity, blockchain, fintech

Description

Digital Gateways offers an all-in-one onboarding solution for both individual and corporate clients. Our platform integrates identity verification, financial background checks, AML compliance and digital signatures into a single, customizable tool. Unlike most providers, we focus on solving the integration problem. Companies don't need to combine tools from multiple vendors. We deliver the whole process ourselves. Our work has been recognized with awards such as the Deloitte Technology Fast 50, the Future Digital Awards, and the, Orzeł Innowacji by Rzeczpospolita.

DISKUS Polska

www.pro-device.com diskus@diskus.pl



Areas of activity

hardware, cybersecurity

Description

DISKUS Polska is a manufacturer of intelligent, technologically advanced ProDevice devices for irreversible, secure data destruction (degaussers) and storage media destruction (shredders). These products meet stringent data protection standards defined by international guidelines and legal regulations. The company is an active member of the #CyberMadeInPoland cluster and is among the companies that have received the coveted quality assurance label "Cyber Security Made in Europe" from ECSO. It operates its own R&D center which focuses on research and development projects.

DNA Technology

dnatechnology.io hello@dnatechnology.io



Areas of activity

AI, fintech

Description

DNA Technology empowers businesses by solving complex challenges through specialized software engineering, infrastructure engineering, and product development. We act as a strategic partner, creating end-to-end development teams and a dedicated tech hub in Poland. More than just a software company, we are a team of passionate professionals committed to building lasting partnerships that deliver early value, foster collaboration, and drive innovation, making us the ideal partner to help you navigate the digital landscape and achieve sustainable growth. software development,

Dogtronic

<https://dogtronic.io/> hello@dogtronic.io

DOGTRONIC

Areas of activity

software development, big data, IoT/M2M, AI, hardware

Description

In a world of constant technological evolution, we ensure that our customers can always rely on us. We work quickly and efficiently, always meeting deadlines and keeping our promises. We welcome challenges because they drive our business forward.

What sets us apart is our honest and transparent approach. We don't just provide a service – we become an integral part of our customers' team, working together to achieve their business goals.

When you work with us, you'll see the difference.

dotLinkers

<https://dotlinkers-itrecruitment.com/> marta@dotlinkers.pl



Areas of activity

IT Recruitment Agency

Description

We are dotLinkers! WE'RE DAMN GOOD AT RECRUITING IT PEOPLE. We are an established IT Recruitment Agency. We recruit the best IT specialists for the best IT companies – as simple as that. Our agency was founded by two passionate IT recruitment professionals Artur and Kamil, who recognized the need for a dedicated recruitment company to help startups and software product companies find the best IT talent.

DPS Software

www.dps-software.pl biuro@dps-software.pl



Areas of activity

software development, VR/AR/XR, IoT/M2M, hardware, cybersecurity

Description

DPS Software is a leading provider of software solutions for manufacturing industries, specializing in engineering software and services. As an authorized SOLIDWORKS reseller, the company supports clients with software implementation, training, and technical support. DPS Software helps businesses optimize their product development processes, enhance innovation, and increase productivity through advanced digital engineering tools and customized solutions.

Droplo

<https://redcart.pl> info@droplo.com



Areas of activity

software development, big data, AI

Description

Technology company specializing in the development of advanced, AI-driven solutions for the e-commerce sector. Its mission is to empower businesses by providing innovative tools that automate and streamline online sales. The company's portfolio is led by two key platforms: Droplo, a B2B ecosystem connecting suppliers with sellers, and RedCart, a comprehensive SaaS solution for building and managing multichannel online stores. Through its technology, the company enables businesses to scale efficiently and thrive in the competitive digital market.

DSR S.A.

<https://www.dsr.com.pl/> dsr@dsr.com.pl



Areas of activity

Big Data, IoT/M2M, AI, IT Solutions for Manufacturing Industry

Description

DSR has been providing IT solutions to increase the efficiency of manufacturing companies for 20 years. The company also provides consulting and training services to operate business applications, as well as comprehensive support and maintenance for their expansion. DSR 4FACTORY software and services are continually developed and adapted to meet the evolving needs of manufacturing companies, improving productivity and boosting competitiveness through one of the largest competence centers for manufacturing companies in Poland.

e-BI

www.e-bi.pl janusz.dudek@e-bi.pl



Areas of activity

software development

Description

Software house: design, development, and implementation of modern software supporting business processes in companies and organizations, custom-designed to meet the specific needs, requirements, and goals defined by managers, organizational needs, or client industry profiles. The company positions itself as a provider of & Digital Business Transformation & services, including preparing organizations for the implementation of AI mechanisms. This service consists of dedicated business software based on the Microsoft Power Platform: Intranet, e-Customer Service, and Business Intelligence.

e-MSI

e-msi.eu oferty@e-msi.pl



Areas of activity

software development

Description

e-MSI specializes in digitizing and automating business processes by eliminating spreadsheets, emails, and paper, enabling transparent, error-free workflows with the AI-powered, low-code JobRouter® platform. This allows for quick adaptation of processes to changing business needs. e-MSI also offers content interpretation automation through its IDR® module, which extracts data from documents and emails, eliminates manual data entry, anonymizes documents, and categorizes messages for efficient assignment.

EDISONDA

www.edisonda.com hello@edisonda.pl

PART OF GRANT THORNTON POLAND
EDISONDA

Areas of activity

software development, VR/AR/XR, IoT/M2M, AI, fintech

Description

AI Implementation & Governance – digital transformation consultancy specializing in AI readiness assessment, implementation, and workforce development.

- + End-to-end AI deployment from pilot to scale.
- + Business case development through needs assessment workshops.
- + AI Governance frameworks with monitoring and optimization.
- + Data assessment integration within digital maturity evaluation.
- + Change management support ensuring to ensure sustainable AI adoption across the organization.

EEngine

<https://eengine.co/> hello@eengine.co



Areas of activity

AI, cybersecurity

Description

We are a Poland-based software development company specializing in advanced, data-driven applications for the health tech and construction sectors. We deliver scalable, integrated solutions that unify fragmented systems and streamline data flows. Known for projects like IQ Dental, Chisa and Utilities Manager, we combine deep industry insight with strong technical capabilities. With a 5.0 Clutch rating and a collaborative approach, we drive long-term value through complex system integrations and intelligent product design.

software development,

EFIGENCE SA

<https://www.efigence.com/> contact@efigence.com



Areas of activity

software development, AI, fintech, websystems, chatbots, app solutions

Description

At Efigence, we drive digital transformation with sharp strategy and cutting-edge technology. We combine innovation, UX/UI expertise, software engineering, and AI-powered insights to create solutions that elevate customer experience and fuel business growth. For fintech and banking leaders, we design platforms and services that set new standards of digital excellence and trust. Our approach is strategic, agile, and data-driven, encompassing the co-creation of ideas, design of seamless journeys, and the development of scalable, high-performance platforms. With every project, we focus on impact, precision, and results.

Efigo

<https://efigo.pl/en> biuro@efigo.pl



Areas of activity

cybersecurity

Description

We offer comprehensive cybersecurity, from audits that navigate regulations such as GDPR, ISMS, DORA, and NIS2 to advanced penetration testing. Our experienced team simulates attacks across different environments, providing a personalized action plan rather than a generic report. We provide specialist outsourcing like virtual CISO (vCISO) and DPO. As OffSec's partner we deliver courses to train your cyber workforce. To enhance threat monitoring and response, we propose integrating of Cynet XDR. Efigo services are an investment in a cohesive and professional security system for your organization.

ELPLC S.A.

biuro@elplc.com



Areas of activity

software development, big data, AI, hardware

Description

ELPLC is a leader in industrial automation and robotics, delivering end-to-end solutions from concept to implementation. We focus on innovation through our proprietary TOMAI Factory System, which transforms production management and process data into a fully digitized, smart factory environment.

ENDORA

<https://endora.pl> hello@endora.pl



Areas of activity

software development, VR/AR/XR, big data, AI, e-commerce

Description

We are a group of experts specializing in e-commerce solutions that can implement the most demanding projects.

Our portfolio includes marketplace platforms, Software-as-a-Service (SaaS) solutions, and B2B sales platforms. We also develop machine learning products, including recommendation engines, market segmentation mechanisms, biometric-based user identity detection models. We also build products based on Augmented and Virtual Reality (AR/VR) mechanisms.

In our work, we are guided by values like honesty, determination, and willingness to help.

Energy Logserver

<https://energylogserver.com/> sales@energylogserver.com



Areas of activity

cybersecurity

Description

Energy Logserver delivers smart, scalable solutions to empower modern Security Operations Centers (SOCs).

Our platform begins with centralized log management, then evolves into a full-featured SIEM powered by AI, UEBA, and threat intelligence integration for advanced threat detection.

Complemented by Energy SOAR, our automation engine streamlines incident response, reducing resolution time from hours to minutes.

Together, our SIEM and SOAR provide unified detection, orchestration, and response—boosting analyst efficiency, reducing alert fatigue, and enabling a truly proactive security posture.

EPICVR SA

<https://epicvr.pl/pl/filmy-360-gry-aplikacje-vr/> office@epicvr.pl



Areas of activity

VR/AR/XR

Description

EPICVR S.A. is a leader in developing advanced VR and AR applications for industry, education, and HR. We specialize in realistic training simulators that effectively support skill development. Our solutions are scalable, interactive, and tailored to client needs. We combine cutting-edge technology with experience, offering full support – from concept through implementation and maintenance.

ePM

<https://www.epmflow.com> biuro@epmflow.com



Areas of activity

SaaS platform

Description

ePM offers clients the first Polish Common Data Environment (CDE) platform. The platform digitizes the management process by leveraging cloud solutions, automating information flow and decision-making, and replacing traditional emails, phone calls, and spreadsheets.

ePMflow consists of two main systems:

1. Document Management System – a data repository that allows for the management and organization of documents during project implementation.
2. Document Circulation System – an electronic document workflow for automated information flow and decision-making processes.

epruf

epruf.io contact@epruf.io



Areas of activity

fintech

Description

epruf is a Polish technology company focused on creating solutions to reduce patient's spending on medications. It collaborates with insurance companies on medicine insurance and digital claim management in healthcare and with NGOs, offering smart pharmacy vouchers (C/VA). Through an innovative cashless payment system, it enables payments for specific products in the patient's basket at pharmacies using funds directly from an insurance policy or allocated aid. Advanced technology and partnership-driven relationships allow us to reduce the cost of medicines for hundreds of thousands of patients.

EXPERTSⁱⁿIT

<https://expinit.pl/> office@expinit.pl



Areas of activity

software development, big data, IoT/M2M, AI, cybersecurity, fintech, Integrator, Clouds (OCI, Azure, AWS, GCP)

Description

Since 2013, we have been strategically engaging our highly qualified EXPERTSⁱⁿIT – EXPⁱⁿIT – to fill your IT teams, lead digital transformations, and facilitate project management and continuous operational maintenance of IT and Business. We manage IT projects for Clients based in EMEA, DACH, the USA, and the UK. These projects are executed either remotely from Poland or through a hybrid approach that includes on-site visits as needed.

ExtraHut

<https://www.extrahut.com/> hello@extrahut.com



Areas of activity

software development, AI, Digital Product Design, GenAI Content Production

Description

ExtraHut is a digital product design & dev agency from Poland. We believe 'in Simple Works and iterate through a simplified process: Learn-Build-Test. We offer UX/UI and development services, ecommerce and design system support, and also take part in Mixed Reality innovation and R&D projects.

FiberPay

<https://systemaml.pl> info@fiberpay.pl



Areas of activity

fintech

Description

SystemAML is a Polish SaaS platform that automates Anti-Money Laundering (AML/CFT) compliance. It streamlines client identification and verification, risk assessment and suspicious transaction reporting, always aligned with the latest regulations. Designed for micro, small, and medium-sized businesses, it reduces costs, saves time, and minimizes the risk of financial penalties.

Figaro Solutions

www.figaropozyczki.pl biuro@figaropozyczki.pl



Areas of activity

fintech

Description

Comprehensive software for loan companies facilitating each stage of the services – submitting applications in any model (online, in person or in a mixed mode), extensive integrations for creditworthiness verification, automatic monitoring of payoffs conducting of debt collection, reporting and much more.

Finture

<https://finture.com> info@finture.com



Areas of activity

software development, AI

Description

FINTURE is a dynamic and ambitious team creating IT solutions that respond to current market trends. We rely on a wide range of technologies and development tools to ensure that the final solutions integrate seamlessly with our clients' IT environments. We place great emphasis on effective project communication, which we believe is the foundation for achieving business objectives. We support our clients at every stage of the project – from solution concept, selection of the right tools and technologies, project planning, code development, to testing.

Flaree

<https://flaree.app> hello@flaree.app



Areas of activity

HR-tech

Description

The mission of the Flaree HR software is to provide an employee engagement platform with business owners, HR leaders and managers that supports them in creating exceptional engagement and recognition programs tailored to their teams and employees. Hence, they do their best and never want to leave.

Flint Systems

<https://flint.systems> office@flint.systems



Areas of activity

VR/AR/XR

Description

Flint Systems is a Polish company specializing in the production of VR training simulators. Our simulators are used in various industries, mostly logistics, maritime, energy, construction and military. Flint Systems is recognized for delivering high-quality, user-friendly simulators that accelerate skill development.

Flying Bisons

<https://flyingbisons.com/> hello@flyingbisons.com

flyingbisons

Areas of activity

Digital Consulting & Delivery

Description

Flying Bisons is a strategic design company transforming bold ideas into impactful digital products. With 130+ experts, we deliver end-to-end execution and human-centered design for public and private sector leaders. Our proven track record includes delivering 300+ products and impacting 200M+ users. With established operations in Riyadh and years of experience in the Saudi market, we combine global expertise with local understanding to deliver high-stakes projects at scale. Partnering with Flying Bisons isn't a cost—it's an investment in measurable results and digital transformation success.

Foodbi

<https://www.foodbi.pl> adam@foodbi.pl



Areas of activity

software development, AI

Description

Good Food – Better Life. At FB sp. z o.o., we promote healthy, responsible eating by building a platform that combines AI, interactive maps, and real gastronomy audits. Users can find restaurants not only by taste or location, but also by food quality. We analyze ingredients, preparation methods, and guest feedback to guide better choices. Through audits, we reward places worth visiting and support them with promotions, helping people eat better every day.

Fordata

<https://fordatagroup.com/> office@fordatagroup.com



Areas of activity

software development, Virtual Data Room

Description

FORDATA, a European Virtual Data Room provider since 2009, offers a secure online platform for managing deals and sharing sensitive business data with external parties. It enables fully electronic transactions, improving speed, efficiency, and control while ensuring data security. Supporting M&A, IPOs, audits, due diligence, fundraising, and more, FORDATA partners with leading advisers, banks, and companies. We strive to be the most dedicated and fastest VDR provider in the industry.

FR35

<https://humionboarder.com/> hello@humionboarder.com



Areas of activity

AI

Description

FR 35 is an innovative SaaS company specializing in AI-driven onboarding and sales enablement solutions. Our platform transforms traditional training into interactive experiences with virtual clients, dynamic micro-videos, knowledge validation, and AI assistants. By streamlining onboarding and daily operations, FR 35 reduces employee turnover, accelerates productivity, and empowers sales teams with scalable, continuously improving tools for sustainable business growth.

Frigg Systems

<https://www.friggsystems.com> contact@friggsystems.com



Areas of activity

software development, AI, cybersecurity

Description

Frigg Systems Sp. z o.o. is a software development company. We create tailored software for web, desktop, and mobile. We run projects from planning through implementation, but we are also open to collaborating with other companies on larger projects. We have experience in the financial, telecommunications, transport, and entertainment industries. Technologies we work in include ASP.NET, ASP.NET Core, Flutter, VueJS

GFT Technologies Poland

<https://www.gft.com/pl/pl> contact.poland@gft.com

The GFT logo consists of the letters "GFT" in white, bold, sans-serif font, followed by a small white square, all on a dark blue rectangular background.

Areas of activity

software development, big data, AI, fintech

Description

GFT is a digital transformation pioneer that develops sustainable solutions based on new technologies, including artificial intelligence, blockchain, cloud, and modern core banking systems, for the finance and insurance sectors. GFT experts create and implement scalable software applications that make access to innovative business models safe and easy

GISPartner

www.gispartner.pl info@gispartner.pl



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, GIS, BIM

Description

GISPartner has supported public administration and businesses in digital transformation since 2003. As a software company, we deliver projects and develop our own technology stack – the iMap Platform. Data is at the core of our activities, with a focus on its efficient collection, processing, and distribution.

We are a Polish leader in geographic information systems, having delivered, among others, the National Geoportal – the largest GIS system in Poland. We develop water management systems, graph-database-based fraud-detection systems, data analytics solutions, digital twins, and more.

GoJammin

<https://gojammin.com> hello@gojammin.com



Areas of activity

software development, AI, Entertainment, Culture, Lifestyle, EventTech

Description

GoJammin is an innovative event discovery app, often called the “Netflix of live experiences,” that offers the widest selection and best user experience for finding concerts, festivals, cultural activities, and nightlife. With AI-powered recommendations and an interactive event map, it makes exploring events simple and personal. Available on iOS and Android, GoJammin connects users with organizers and venues, fostering communities and supporting cultural growth through technology.

goodylabs

<https://goodylabs.com> hello@goodylabs.com

GOODYLABS

Areas of activity

software development, big data, AI, cybersecurity, fintech, Office Rentals Software

Description

Goodylabs transforms technology into a true competitive advantage by uniting strategy, tech, and data. We design exceptional, intuitive apps and digital solutions that deliver measurable business impact. For coworking spaces and property managers, we bring all your essential tools together in one powerful app – streamlining bookings, access, payments, and communication. No more juggling systems or chasing manual updates. Instead, save time, work seamlessly, and make faster, smarter decisions powered by real-time data – driving both growth and client satisfaction.

GoPOS

www.gopos.pl office@gopos.pl



Areas of activity

software development

Description

GoPOS is a Polish tech company that provides modern, modern cloud-based POS and management systems for the hospitality and retail industries. Its innovative solutions help restaurants, cafés, hotels, and stores streamline sales, staffing, and inventory management. Focused on automation, development, and integration with popular platforms, GoPOS drives digital transformation in the HoReCa sector in Poland and abroad.

Grants8

www.grants8.com Nadiia@grants8.com



Areas of activity

AI

Description

GRANTS8 is an innovative SaaS platform that revolutionizes the grant application process for innovative projects. By leveraging artificial intelligence (AI) and large language models (LLMs), it automates funding searches and supports the creation of applications through intelligent tools such as a writing assistant and virtual reviewer. The platform is fully secure for both users and their data. All submitted information is treated as confidential business information. Targeted at both individual researchers and institutions, it offers an integrated knowledge base and access to experts.

Grow Uperion

<https://growuperion.com/> info@growuperion.com



Areas of activity

AI, HrTech, LearnTech

Description

Grow Uperion is part of the TenderHut Group and a modern HRTech platform delivered as SaaS.

It leverages gamification mechanisms and motivational psychology to engage employees, support onboarding, training, and KPI achievement – all at no additional cost. The intuitive interface enables the creation of challenges, leaderboards, and rewards, enhancing motivation and performance across organizations, including distributed teams.

Grupa.IT

www.grupa.it biuro@grupa.it



Grupa.IT

Areas of activity

software development

Description

We are a boutique software house that crafts innovative technology. We specialize in Drupal, the engine that powers some of the most advanced websites in the world. But our expertise goes beyond CMS and E-commerce systems. We proudly face challenges related to modern areas such as artificial intelligence (AI) and natural language processing (NLP).

HAH

<https://hahcompany.com/> office@hahcompany.com



Areas of activity

software development, IoT/M2M, AI, UAV Development

Description

It is a Poznań-based company specializing in the design, implementation, and maintenance of modern cloud solutions. Its services include IT architecture, DevOps, consulting, project management, custom AI agents, software development on AWS and Azure, automated CI/CD, and AI/ML solutions, including AI-powered autonomous drones.

Hawatel

<https://hawatel.com> hi@hawatel.com



Areas of activity

software development, big data, AI, cybersecurity, fintech, IT infrastructure, cloud

Description

Hawatel is a Polish IT company specializing in IT infrastructure management and design, complex integrations, as well as software development and enhancement. We also implement AI agents across many industries.

Holo4Labs

<https://holo4labs.com/> hello@holo4labs.com



Areas of activity

software development, VR/AR/XR

Description

Holo4Labs develops Mixed Reality solutions that are transforming the way laboratories operate – from quality control to R&D. Our system integrates existing IT infrastructure with Mixed Reality headsets, supporting compliance with GxP, ISO 17025, and FDA standards, improved ergonomics, and reduced risk of human error. With Holo4Labs, data is available directly in the field of view – precisely when it's needed. The system is used in laboratories worldwide.

Holo4Med

<https://holo4med.com/> info@holo4med.com



Areas of activity

software development, VR/AR/XR, IoT/M2M, AI, Digital Health, MedTech

Description

Holo4Med is a Polish technology company developing advanced digital solutions for the healthcare sector, with a strong focus on extended and mixed reality technologies (XR/MR) and remote patient health monitoring. One of the company's key areas of activity is the development of modern e-health tools, such as platforms for remote patient care that integrate measurement devices, clinical decision-support algorithms, and care-coordination functions.

Human

<https://wehuman.io/> office@human.pl



Areas of activity

Digital marketing, Communication technologies, media

Description

Human is a creative agency belonging to the TenderHut Group, specializing in communication strategies and digital marketing. It offers comprehensive support in the areas of branding, online campaigns, content marketing, and marketing process automation. Combining a creative approach with the Group's technological background, Human serves clients across various industries on both domestic and international markets.

ICsec

<https://icsec.pl/> icsec@icsec.pl



Areas of activity

cybersecurity

Description

ICsec is a Poland-based vendor of cybersecurity solutions for the industrial sector, including critical infrastructure and manufacturing companies.

The flagship product of ICsec is ScadvanceXP – a next-generation cybersecurity platform to monitor industrial networks (OT/ICS) and detect cyber threats.

The core functionality of ScadvanceXP is intrusion detection, embedding rule-, signature-based analysis and behavioural analysis of the OT network. Product offers additional asset inventory, asset management, vulnerability detection (integrated with MITRE/NIST NVD), physical value monitoring, and reporting.

ICT Future

www.ictfuture.pl biuro@ictfuture.pl



Areas of activity

cybersecurity, advanced telecom solutions

Description

ICT Future delivers technology solutions that help companies grow globally. We provide secure cloud services, including Microsoft 365 and supporting workplaces without territorial limits. Our IT services ensure flexible support and reliable infrastructure management. We also design and deliver advanced telecom solutions, operate our own fiber-optic network, build dedicated fiber-optic lines connecting company branches, and provide seamless communication via LAN, WAN, and WiFi networks. As a provider of Fortinet and Ubiquiti, we deliver top-level security and innovative network technologies.

IDEMIA Poland Sp z o.o.

www.idemia.com fdlodz.ist@idemia.com



Areas of activity

software development

Description

IDEMIA's mission is to make everyday life both convenient and secure — in the physical and digital worlds. We develop IT systems that replace physical identity documents, payment cards, and SIM cards.

Thanks to our software, you can make online purchases with a single click, or activate a new phone number simply by visiting your mobile operator's website. And these are just a few examples of the advanced solutions our engineers work on every day.

IDentonic

www.identonic.com info@identonic.com



Areas of activity

cybersecurity

Description

IDentonic is a team of experienced business and technical consultants and cybersecurity and compliance experts, focused on digital identity and payments. IDentonic mission is to support organizations in all aspects – business, technical, operational and legal in order to make your business more competitive. We have operated in these markets for 15 years now. We are experts in eID projects, IAM, client onboarding, payment authorization, electronic signatures, payment cards and more. We offer business and technical consulting, security and compliance audits, training and workshops.

IDENTT

<https://www.identt.pl/en/> marketing@identt.pl



Areas of activity

AI, hardware, cybersecurity

Description

IDENTT is a provider of advanced identity verification and digital security solutions. Using document authentication, biometrics and fraud prevention, IDENTT supports businesses in secure onboarding, KYC/AML compliance and trusted digital transactions. Its technology helps organizations protect users while ensuring smooth customer experiences, empowering finance, fintech and e-commerce sectors to grow safely.

Ideo

www.ideo.pl sekretariat@ideo.pl



Areas of activity

software development, VR/AR/XR

Description

We are a technology company that has been helping businesses spread their wings in the digital world for 25 years. We develop custom software, such as:

- e-commerce solutions (including B2B and B2C platforms, marketplaces, PIM systems),
- digital workplace solutions (e-learning platforms, intranets),
- websites, web portals, and applications (web and mobile).

We specialize in delivering comprehensive IT solutions that drive business growth. We support our clients at every stage – from concept and strategy, through UX/UI design, to implementation, development and maintenance.

Inco

www.incoscan.com office@incoscan.com



Areas of activity

big data, Document intelligence services

Description

Unlock the power of your documents and transform paper into digital value.

Inco delivers tailored, industrial-grade scanning and OCR services designed to extract, classify, and integrate your data with precision.

Powered by advanced document intelligence software, ISO-certified workflows, highly secure facilities, and proven expertise, we transform your archives into reliable, actionable assets.

Infinity Group

infinity group.

<https://www.infinity-group.pl/en> newbusiness@infinity-group.pl

Areas of activity

software development, big data AI, cybersecurity, Executing complex digital transformation roadmaps

Description

Tailored-made applications, automation and digitalization of different processes, Designing and implementing a complex digital transformation roadmap,

- Implementing tailored digital solutions,
- Automating and optimizing business processes,
- Launching new digital channels for your customers,
- ... and more

Our customers celebrated with us: 30% sales increase, Cost reductions, Project delivery time reduction, Globally aligned marketing communication, Key Facts, 23+ years of experience, 140+ experts, 15 global markets with successfully delivered projects, 8-year average client partnership*

Innovations in medicine



www.oranta-ao.com ceo@oranta-ao.com

Areas of activity

IoT/M2M, AI, hardware

Description

Medical information system for telediagnosics, telerehabilitation, and AI marketplace for comprehensive patient health support throughout their lives. Innovative use of a blood pressure monitor for in-depth assessment of the dynamic properties of blood vessels, heart, and nervous system, as well as the body's adaptive capabilities. A comprehensive solution for monitoring the condition of the musculoskeletal system – posture, joint mobility, and gait. A solution for clinics, healthcare and education providers, and patients.

software development,

Inovatica AGV

<https://agv.inovatica.com> office@inovatica.com



Areas of activity

software development, VR/AR/XR

Description

Inovatica AGV develops and implements intelligent autonomous forklifts (AGVs) and mobile robots (AMRs) for the automation of internal transport in warehouses and manufacturing plants. The company provides solutions that streamline logistics processes, increase efficiency, and reduce costs. The company offers integration with existing warehouse management systems (WMS) and enterprise resource planning (ERP) systems.

inProjects

inprojects.pl office@inprojects.pl



Areas of activity

software development, AI, telco

Description

inProjects is a technology company combining expertise in software engineering, GIS, DevOps, and telecom infrastructure planning. We specialize in delivering advanced IT systems for public institutions and telecom operators. Our key projects include maintenance and development of the PIT system for the Office of Electronic Communications (UKE) and R&D on fibersim.io – an AI-powered tool for automatic FTTH network design. We work with Python, PostGIS, Kubernetes, and modern web frameworks to deliver scalable, data-driven solutions.

Insightify

<https://insightify.io/> contact@insightify.io



Areas of activity

big data

Description

We specialize in data architecture, data engineering, cloud migration, machine learning, and predictive analytics. Our expertise lies in designing architectures for data-intensive applications, with a strong emphasis on data governance in distributed data-mesh environments.

Inteca

<https://inteca.com/> office@inteca.com



Areas of activity

software development, big data, AI, cybersecurity, fintech Enterprise Architecture, Cloud solutions, DevOps

Description

Inteca is a technology company, founded in 2011, that combines deep engineering expertise with a strong focus on achieving our clients' business goals. We deliver advanced solutions in process automation, systems integration, identity and access management, enterprise architecture and cloud. Our experience spans complex projects in IAM (Keycloak), data streaming (Kafka), enterprise architecture (Sparx EA), document management (Nuxeo), and DevOps with OpenShift/Kubernetes. Partnering with Red Hat, Hyland, and Sparx Systems, we help businesses grow, stay secure, and scale with confidence.

INTechHouse powered by SoftBlue SA



<https://intechhouse.com/>, https://www.linkedin.com/company/intechhouse_by_softblue/ softblue@softblue.pl

Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, cybersecurity, blockchain, fintech

Description

INTechHouse is a research and development center combining advanced expertise in artificial intelligence, data analytics, and hardware and embedded systems design. Over 20 years of operation, it has completed projects for clients worldwide, specializing in creating innovative solutions to complex technological challenges.

As an accredited R&D Center, it supports projects using the latest technologies, including its own platform <https://easycall.pl/en/strona-glowna-english/> – a customer service automation system based on advanced voicebots.

Internet Stars

<https://internetstars.pl> office@internetstars.pl



Areas of activity

software development, AI, e-commerce marketplace, e-commerce B2B system

Description

Internet Stars is a Polish software house that turns ideas into measurable success. We build AI-powered apps, automation systems, and online platforms that increase sales, reduce costs, and improve efficiency. Our solutions have driven up user engagement by 150% and tripled online sales for some clients. We don't just deliver code – we deliver business results.

Intrasoft – TSI

www.istsi.pl biuro@istsi.pl



Areas of activity

software development, big data, AI, hardware, cybersecurity, Lawful Interception (LI)

Description

IntraSoft-TSI is a Polish IT company operating since 1997. We offer innovative solutions for telecommunication operators and state security organizations. Our offer includes consulting services in the following areas: IT projects, security, modernization and integration of existing systems, and optimization of IT infrastructure costs, as well as security audits. Trust in our services is confirmed by the following certificates: Industrial Security Certificate up to the EU Secret level, Industrial Security Certificate up to the NATO Secret level, and Industrial Security Certificate up to the Polish Top Secret level. www.istsi.pl.

Invest IT

www.appmedica.io info@appmedica.pl



Areas of activity

software development, IoT/M2M, AI, Hospital Assets Management Solutions

Description

Invest IT is a Polish tech company specializing in IT solutions for healthcare. Its flagship product, Appmedica, is a CMMS/EAM system designed to manage medical equipment, infrastructure, IT assets, vehicles, and procurement processes in hospitals, clinics, and laboratories. The platform offers modules for service requests, maintenance scheduling, contract management, inventory, reporting, and mobile asset tracking. The company also provides RFID, IoT, BLE geolocation, RTLS, labeling, inventory services, and tailored implementations with consulting.

Invis

[HTTPS://www.inviswearables.com](https://www.inviswearables.com) contact@inviswearables.com



Areas of activity

hardware, cybersecurity, fintech, Wearables

Description

Invis is a Polish technology company that transforms classic watches into smart devices with elegant accessories. Our straps, bracelets, and buckles bring contactless payments, secure NFC access, and biometric authentication to traditional timepieces. Built on Visa and Mastercard-certified technology and our proprietary AI Biometrics, Invis operates in both B2C and B2B models, partnering with watch brands and jewelry retailers. We deliver convenience, security, and innovation, merging timeless watch design with the future of wearables.

Inwedo

<https://inwedo.com/> hello@inwedo.com



Areas of activity

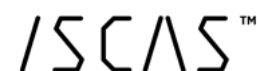
software development, IoT/M2M, AI, cybersecurity, blockchain, fintech

Description

Inwedo is an AI and .NET software development company that designs, builds and maintains business platforms. We accelerate projects from concept validation to deployment, opening manufacturing, construction and security companies to digital innovation and new competitive advantages. Our teams ship custom web apps, AI-driven analytics, workflow automation and modernise legacy systems using Continuum™, a phased method that avoids downtime. ISO 9001/27001 certified and Microsoft-aligned, we apply the Polaris framework for secure, test-covered code, transparent sprints and live demos.

ISCAS

<https://www.iscas.pl/> biuro@iscas.pl



Areas of activity

software development, PLC,DCS system, SCADA systems programmers

Description

ISCAS supports solution providers for industry as well as industrial companies in the rapid implementation and migration of automation systems and IT software – from controllers and data integration to product applications.

We deliver teams that design and document solutions so that the client can further develop them independently or with our support.

We create ready-to-use products and eliminate the need for costly recruitment – shortening time-to-market and increasing control over technology.

itCraft

<https://itcraftapps.com> hello@itcraftapps.com



Areas of activity

software development, big data, IoT/M2M, AI, blockchain, fintech, Healthcare, medical devices (SaMD)

Description

itCraft is a Polish software company with 15 years of experience and 350+ completed projects worldwide. We deliver custom software, mobile and web applications, and digital products with a primary focus on healthcare and medical devices (SaMD). Our services span the full product lifecycle-from analysis and UX/UI design to AI-driven solutions, development, testing, and long-term maintenance. Certified in ISO 9001 and 27001, and progressing toward ISO 13485, we ensure quality, security, and compliance throughout the product lifecycle.

ITFSwww.itfs.com office@itfs.com**Areas of activity**

software development, big data, AI, blockchain, fintech

Description

We are a Polish consulting company operating on the IT / ICT market since 2012, with headquarters in Gdynia and branches in Warsaw, Denmark and the US.

Our expertise in recruitment and structuring of IT teams and staff allows us to source and align skilled specialists and experts to meet specific project requirements quickly and efficiently. We also offer staff augmentation solutions for long-term projects and ongoing business needs. Some of our highest satisfaction results have come from building entire competence centers and teams of specialists from scratch.

ITTI<https://www.itti.com.pl/en/home/> sekretariat@itti.com.pl**Areas of activity**

software development, big data, IoT/M2M, AI, cybersecurity, Software for the space sector

Description

ITTI is a company from the IT sector which provides customised software solutions and applications for companies and institutions which need to digitalise their business processes. ITTI also operates in the space sector, providing solutions for engineers and astronomers. Since 2001, ITTI has been active in European Commission R&D programmes in such areas as civil security, the digital economy, space, and Information and Communication Technologies (ICT). ITTI is a member several organisations, i.e.: Wielkopolska ICT cluster, Polish Space Industry Association, Public Safety Communications Europe, 6G-IA.

IU Technology sp z o.o.

www.iutechnology.pl info@iutechnology.pl



Areas of activity

software development, hardware

Description

IU Technology operates in the field of modern information technologies and produces software and hardware for business process management. We are offering business process automation applications using: Web technologies – HTML 5.0; integration with systems, e.g., SAP, ERP, CCTV, ACS, Fire Protection, XLS, data base,

Control of: gates, barriers, elevators, scales

User communication via: SMS, email, monitor, tablet, smartphone, RGB lights, RFID tags, QR codes, Real-time data presentation, System and hardware continuity maintenance, Scalability of solutions, Adaptability to new industries, Flexibility.

Jantar

jantar.pl jantar@jantar.pl



Areas of activity

software development, IoT/M2M, hardware, cybersecurity, Labels, RFID Systems, Self checkout system

Description

Jantar has nearly 35 years of experience in software development, sales management systems, and automatic identification projects. We specialize in selling high-quality, reliable solutions. We are a leader in self-service sales systems for retail chains, Personal Shopper solutions, fiscal devices, and functional sales and store chain management software. Our specialists develop proprietary solutions based on barcodes and RFID technology. We support design, application and device integration, implementation, and service.

Julianus Inkasso

<https://julianus.pl/> kontakt@julianus.pl



Areas of activity

fintech

Description

Julianus Inkasso is an international debt collection company with over 30 years of experience, specializing in receivables management. We operate in the Baltic markets – Lithuania, Latvia, Estonia – as well as in Poland. As an innovative debt collection fintech, we combine modern technologies, process automation, and expert knowledge to deliver effective and comprehensive solutions tailored to the needs of our business partners. We specialize in domestic and international amicable and judicial debt collection, supporting companies and institutions in the efficient recovery of receivables.

Kadromierz

kadromierz.pl kontakt@kadromierz.pl



Areas of activity

software development

Description

Kadromierz is a powerful workforce management solution for hourly-based businesses, streamlining scheduling, time tracking, and payroll for frontline teams. Our intuitive platform saves time, reduces costs, and enhances productivity by supporting flexible work arrangements.

Designed to empower businesses and employees, Kadromierz fosters a dynamic, engaging workplace where efficiency thrives and every shift counts, helping both teams and operations succeed. We are a leading provider in Poland, with more than 1,100 active customers on board.

KAMAND LTD

www.kamand.eu biuro@kamand.eu



Areas of activity

software development, cybersecurity

Description

Kamand positions itself as a key provider of digital security services tailored to client needs. Its core offerings include penetration testing for mobile, web, and network systems—simulating attacks to uncover vulnerabilities, and infrastructure scans for broader security assessments. The company also specializes in compliance audits, covering GDPR, PCI DSS, and ISO 27001, which Kamand itself is certified in. To support organizations facing new EU regulations, Kamand offers services aligned with the NIS 2 Directive and DORA, especially for critical and financial sectors. While Kamand doesn't offer traditional software or hardware products, its services are packaged to address specific cybersecurity challenges from proactive testing to regulatory compliance.

Kempuri

kempuri.com info@kempuri.com



Areas of activity

software development, big data, AI, fintech

Description

Our mission, based on the fusion of the worlds of Software and Data, enables us to deliver exceptional value in Software Development, Data, Analytics & AI solutions, complemented by IT Outsourcing services. As Kempuri, we help our enterprise clients to deliver bespoke projects. Our services cover consulting and the implementation of top-notch software and data products. With our experts, we can help you achieve your business goals. Years of experience in software development, successful enterprise project implementation, and the engagement of top engineering talent build our value in the IT market.'

Knoocker

<https://www.knoocker.com/> knoocker@knoocker.com



Areas of activity

software development, hardware

Description

Knoocker is a technology company from Poznań that designs and implements innovative interactive educational solutions.

KOMPLUS Bartłomiej Domański

<https://komplus.pl/> info@komplus.pl



Areas of activity

software development, Outsourcing IT for branch office in Warsaw

Description

KOMPLUS provides IT services as a technology partner with experience in international collaboration. Our clients include companies from the USA, Japan, the DACH region, and the Netherlands.

We offer:

- IT outsourcing for foreign companies with branch offices in Warsaw (including data security services with advanced backup solutions and rapid response to hardware and software issues).
- Microsoft 365 solutions – cloud migration, administration, and ongoing support.
- Development of custom software solutions that incorporate advanced technologies, including AI.

Kontomatik

<https://www.kontomatik.com/> contact@kontomatik.com



Areas of activity

fintech

Description

Kontomatik is a leading provider of open banking solutions in the CEE region, empowering companies across industries with instant, secure access to customer financial data. With over 15 years of experience, we deliver advanced analytics such as transaction labeling, vendor recognition, and risk analysis (scoring). We help businesses make smarter, data-driven decisions while ensuring full compliance. Our main markets include Poland, Czechia, Spain, Portugal, and Romania.

KSK Developments

<https://www.ksk-dev.com> ksk@ksk-dev.com



Areas of activity

hardware

Description

The company designs and manufactures devices for broadly defined Smart City projects

These devices include:

- managing vehicular and pedestrian traffic at intelligent intersections
- managing parking spaces in covered and uncovered areas
- modifying street lighting intensity
- monitoring exothermic biochemical processes occurring in compost piles
- monitoring the fill level of solid and liquid storage tanks
- monitoring water pressure in the system

The devices communicate wirelessly using LoRa technology

These devices are proprietary designs, developed, implemented, and manufactured by KSK Developments IoT/M2M.

LegalHut

<https://legalhut.pl/> info@legalhut.pl



Areas of activity

legal services for IT

Description

LegalHut is a company within the TenderHut Group, specializing in legal services, regulatory advisory, and compliance for the IT and technology sector. By combining legal expertise with a deep understanding of the digital market, LegalHut supports businesses in areas such as data protection, new technologies law, and transactional support. The company operates both in the domestic and international markets.

Lemonade Studio

www.lemonadestudio.pl hello@lemonadestudio.pl



Areas of activity

software development, 3D Animation & Visualization, Creative Agency

Description

Lemonade Studio is a multidisciplinary creative powerhouse with 14+ years of experience. We merge the precision of a branding agency with the artistry of a 3D, animation, and interior design studio. We craft visual identities, cinematic animations, high-end 3D content, and engaging videos. Whether you need a bold creative partner or a reliable outsourcing team – we're here to turn your ideas into visual magic. Trusted by global brands and nimble startups alike. Let's create something unforgettable, together. We work fast, think big, and deliver quality that stands out.

Leśniewski Borkiewicz Kostka & Partners S.K.A. (LBKP)

<https://lbplegal.com> office@lbplegal.com



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, cybersecurity, blockchain, fintech

Description

We provide comprehensive cybersecurity advisory services, supporting clients in scenarios that are most critical to their operations. We combine legal and technical aspects, including audits, incident response, procedures, certifications and inspections (ISO 27001), DORA, NIS 2, and other regulations – from compliance analysis to implementation and negotiations. We have unique experience in cloud projects – over 100 in the past 12 months, with a total value exceeding PLN 150 million.

LIFEBITE

<https://iyoni.app/> contact@iyoni.app



Areas of activity

big data, AI, healthtech

Description

iYoni is a medical app and virtual fertility clinic with > 250,000 users and 30,000 confirmed pregnancies. Built on 27M+ data points, medical standards and AI, it detects PCOS, endometriosis, thyroid issues, and low ovarian reserve with up to 94% accuracy. It offers personalized insights and education, and connects women with doctors, labs and fertility services – reducing time to diagnosis or pregnancy from years to just 6 months. An all-in-one solution based on scientific research and developed by leading clinicians. Available in 15 languages, iOS/Android, and integrated with wearables.

LIFECONCEPT

<https://lifeconcept.tech> office@lifeconcept.tech



Areas of activity

VR/AR/XR, big data, hardware, cybersecurity, blockchain, fintech, health

Description

Lifeconcept is an innovative Polish healthtech company developing AI-powered wearables that support healthier, longer, and more independent lives. AquaSense is a discreet device for seniors that tracks hydration and fluid intake in real time through continuous monitoring of jaw activity, electrodermal activity, and body temperature—enabling preventive, accessible, and effective care. Auris is a sleek wearable for women that monitors fertility by analyzing temperature, TMJ signals, and EDA to predict ovulation and detect hormonal imbalances.

Liki Mobile Solutions

<https://likims.com/> hello@likims.com



Areas of activity

software development, VR/AR/XR, IoT/M2M, AI

Description

Liki is a Polish software house with strong international experience. We provide software development, IT outsourcing, and proprietary AI and IoT products. Our solutions enhance operational resilience for enterprises and public administration – including the ORION system (infrastructure and crisis management), the AI Assistant for field workers, and the Green Energy Controller for real-time energy monitoring and optimization.

LOG Plus

<https://logplus.io/> info@logplus.pl



Areas of activity

software development, cybersecurity

Description

LOG Plus is a leading Polish software producer, specializing in modern solutions that support IT Asset Management, business processes compliant with ITIL standards, and organizational security. The producer's main goal is to create an intelligent system, rich in know-how, while maintaining intuitiveness and ease of use for its customers.

LogicalTrust

<https://logicaltrust.net/> office@logicaltrust.net



Areas of activity

cybersecurity

Description

For more than 17 years we have been Security Ninjas. Our mission is to protect your company from real financial losses. Our portfolio includes IT security tests of websites and mobile applications, penetration tests of infrastructure, cloud, and IoT systems, phishing and malware simulations, as well as security awareness training.

Maia.AI

www.maia.com.pl office@maia.com.pl



Areas of activity

big data, AI

Description

Maia.AI is an AI-powered analytics assistant for enterprise sales and marketing. We turn complex retail, transactional, and market data into clear, actionable insights. With a secure chatbot interface, Maia answers business questions instantly—helping users track promotions, sales performance, and category trends. We support clients end-to-end, from data modeling to implementation and training, ensuring fast adoption and real results.

MakoLab S.A.

www.makolab.com office@makolab.com

MakoLab

Areas of activity

VR/AR/XR, big data, IoT/M2M, AI, cybersecurity, blockchain, fintech, Cloud services

Description

MakoLab is a trusted technology partner delivering tailor-made IT solutions for global brands, often in long-term partnerships. We specialize in digital transformation, cloud, data, cybersecurity, and business automation. Since 1989, we've supported clients across 100+ markets, especially in automotive, finance, production, trade, and real estate. We play a key role in developing connected car platforms. Our concept of intelligence amplified blends human creativity with AI and machine learning to create intuitive, high-performance digital solutions.

software development,

MB AI

<https://wearembai.com/> contact@wearembai.com



Areas of activity

AI, MedTech, FemTech

Description

MB AI sp. z o.o. is a deep tech company in the medical sector, developing systems that transform the way healthcare operates. Its Medbase application uses artificial intelligence to support medical staff and optimise operations of medical companies. We develop products that leverage state-of-the-art methods to support real-life use cases in the medical field by combining our expertise in healthcare and technology.

Mecenas.iT

<https://mecenasit.pl/> sprzedaz@mecenas.it



Areas of activity

software development, AI

Description

The Mecenas.iT family of systems has been supporting lawyers across Poland since 2006. Mecenas.iT helps you:

- organize the course of all your cases,
- manage your work time even more effectively,
- easily and transparently report completed work to clients,
- automate repetitive tasks in your law firm,
- increase the security of stored data,
- work from anywhere in the world, from home, or while traveling,
- have full, ongoing control over your law firm and legal department.

We serve law firms with just one user; the largest law firms and legal departments have over 150 users.

Media4U

<https://media4u.pl/> office@media4u.pl



Areas of activity

software development

Description

Media4U is a technology partner specializing in building and developing e-commerce platforms tailored to clients' needs. With years of experience, we deliver scalable online stores, integrations, and custom solutions that support growth and efficiency. Recognized in national and international industry competitions, our team combines technical expertise with business insight to create user-friendly, high-performing platforms that help brands succeed in the digital market.

MERIXSTUDIO

www.merixstudio.com contact@merixstudio.com



merixstudio

Areas of activity

software development, big data, IoT/M2M, AI, hardware, cybersecurity

Description

Merixstudio is a strategic partner in crafting client-facing applications that unlock the potential of advanced technology, making smart devices and data management intuitive. We deliver IoT, smart city, and analytics-driven solutions by blending technical expertise, business acumen, and user-centered design. Handling the full product lifecycle, our teams accelerate time-to-market and create high-quality interfaces to generate real business value.

Metaskills

contact@mymetaskill.com



Areas of activity

VR/AR/XR, AI

Description

Metaskills is a Polish B2B platform for scalable soft skills training using GenAI and VR/AR technologies. It enables employees and professionals to practice real-life conversations with responsive AI avatars, available via VR headsets and browsers. The system supports 15 languages and is used in corporate L&D / HR and education. Metaskills is a flagship entity in the EU-backed VR Health Champions project, developing AI-based soft-skills simulations for over 30,000 medical professionals across Europe.

MGA

<https://mga.com.pl/> info@mga.com.pl



Areas of activity

software development

Description

We specialise in custom software development, mainly ERP systems. We create, implement and maintain software for the private and public sectors. We are experienced in data migration and integrations. Apart from that, we offer outsourcing of accounting and HR services.

We provide modern and functional business applications. Our systems cover areas such as accounting, municipal services, data analysis, and statistics (SDMX-compliant). Our products are available in the SaaS and on-premise models.

We have our own R&D infrastructure and created an innovative framework for ERP systems, using AI and ML.

Migam S.A.

migam.ai avatar@migam.org



Areas of activity

software development, AI

Description

Migam S.A. is a pioneer in breaking down communication barriers for the Deaf. Established in 2011 it became the national leader in online translation of Polish Sign Language (as well as Ukrainian SL). It is the largest CEE company specializing in services for Deaf people. Thanks to the proprietary IT video system of conference centre class, and to the innovation and involvement of the Deaf community.

Migam S.A. has developed migam.ai, a foundational GenAI model. It works in American SL but will soon support 30 SL languages. Real-time 3Davatar solves accessibility problems for public and private bodies.

Miquido

<https://www.miquido.com/> hello@miquido.com



Areas of activity

software development, AI

Description

Miquido is a mobile-first software development company that delivers end-to-end digital solutions that drive business growth. With deep expertise in Mobile & Web Development, AI, Product Design, and Digital Strategy, we help industry leaders transform ideas into powerful, user-centric products.

We foster a growth mindset and long-lasting business relationships. 9 out of 10 of our projects come from referrals. Over the past 14 years, we have helped to implement 250+ digital products for brands such as BNP Paribas, Dolby, HelloFresh, Skyscanner, and TUI.

Mobile Reality

<https://themobilereality.com> hello@themobilereality.com



Areas of activity

software development, AI

Description

Mobile Reality: AI-Driven Digital Product Development

We're a Warsaw-based team building smart, scalable software with real business impact. From GenAI-powered UX to automation in fintech and proptech, our AI adapts to your users—seamlessly. We specialize in React, Vue, Node, and Nest.js, deploying confidently on AWS or GCP. Clear roadmaps, a dedicated PM, and a 3-month guarantee come standard. Let's build bold digital products—together.

mobileOn

<https://mobileon.pl> administracja@mobileon.pl



Areas of activity

software development, IoT/M2M, SMS communication, mobile advertising

Description

mobileOn empowers businesses with cutting-edge ICT solutions, specializing in software development, system integration, and collaboration with Polish telecom operators. Our experienced team offers tailored support to optimize processes, enhance competitiveness, and drive digital transformation. As your trusted partner, we facilitate seamless entry into the Polish market for global clients, investors, and distributors by providing end-to-end services, market insight, and comprehensive local know-how. Choose mobileOn for innovative technology, reliability, and a partnership focused on success.

mobitouch

<https://mobitouch.net/> hello@mobitouch.net



Areas of activity

software development, AI

Description

Trusted tech partner for mobile, web & AI projects. We are continually recognized as a top development agency worldwide, delivering expertise across the whole software lifecycle: from UX/UI design and development, through launch and maintenance. We provide custom solutions that help our clients stay competitive, working with companies of all sizes—from startups to enterprises. Our core technology stack includes Flutter, .NET, and React.js, enabling us to build scalable, reliable, and modern software tailored to each client's needs.

MOL

mol.pl mol@mol.com.pl



Areas of activity

software development, AI

Description

The largest library software vendor in Poland with over 8.000 deployments in academic, research, public and school libraries. Our software:

FOLIO: an open source, cloud-based library management system for academic and research libraries

PATRON: an advanced library management system which stands out by its modularity and configurable functionalities for public, academic, research and museum libraries

Libra NET: a cloud-based solution for medium and small-sized public, academic, museum and company libraries

MOL NET: a cloud-based application designed to meet the specific needs of school libraries.

Mood Up

moodup.team hello@moodup.team



Areas of activity

software development, IoT/M2M, AI

Description

Mobile development is what defines us. As one of the few companies worldwide, we specialize in IoT, streaming, and AI automation for SMEs to improve their internal processes.

Trusted by global leaders like Sky UK, Akamai, Unilever, and Spar, as well as innovative start-ups like Grow Sensor and Vicodo Our expertise spans multiple regions, including the United States, West Europe (most countries), Asia, the Middle East, and Australia. With our agile approach and extensive AI knowledge, we turn ideas into high-performing results.

MooseFS Pro – Saglabs SA

<https://moosefs.com> contact@moosefs.com



Areas of activity

software development, big data, AI, fintech, distributed storage

Description

MooseFS is a distributed file system that combines data storage and data processing on commodity hardware for high ROI. Created in 2005 as a Gemius spin-off, it has grown into a globally recognised solution, proven in demanding Big Data environments. Offering exceptional reliability, scalability, and cost savings, MooseFS comes in a free open-source edition and a Pro edition with enterprise support – empowering organisations to manage petabytes of data with confidence, efficiency, and future-ready flexibility.

MSM Studio

www.msmstudio.eu msmstudio@msmstudio.eu



Areas of activity

EdTech. We make software and content for education

Description

MSM Studio has been a leading provider of digital content and software solutions for primary, secondary, and vocational education since 2007. We serve a global clientele of individual students, schools, universities, educational publishers, and government organizations. Beyond our diverse product offerings, we specialize in custom application development and bespoke e-learning content, leveraging industry-leading platforms like mAuthor, Avallain Author, and Articulate 360. Our unwavering commitment to high-quality, impactful educational technology is recognized by partners in 15+ countries.

MT-Konsulting

www.soom-it.com mariusz.topor@mt-konsulting.com



Areas of activity

software development, big data, AI

Description

We are a boutique software house delivering high-quality IT services for demanding clients. Our core expertise includes ServiceNow, Azure, .Net, Databricks, Big Data, and AI-driven integration solutions. With a team of 35 experienced engineers, we provide strong technical support for both long-term and short-term projects. We help our clients implement complex solutions efficiently and achieve their business goals faster.

National Chamber of Commerce for Electronics and Telecommunications



<https://kigeit.org.pl/> kigeit@kigeit.org.pl

Areas of activity

ICT chamber

Description

KIGEiT is the largest and oldest ICT chamber in Poland representing 250+ companies. It's a non-profit, industry self-governing chamber grouping together businesses active in electronics, telecommunications, AI, startups, information technology, data communications, electrical engineering, power engineering, industrial automation, and audiovisual media.

NET SPORTS

www.netsports.pl info@netsports.pl



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, blockchain, drone industry

Description

We are a dynamic IT company specialising in creating cutting-edge digital solutions for Polish sports, with a strong focus on federations and associations. Our expertise spans mobile applications, AR & VR experiences, and advanced software for the drone industry. We help sports organisations monetise and digitise their activities, combining technology with fan engagement. With proven experience in large-scale IT projects and partnerships with local governments, we deliver innovative, scalable solutions that drive growth and visibility.

Neti

www.neti-soft.com Magda@neti-soft.com



Areas of activity

software development, AI, blockchain, fintech

Description

Neti is a Poland-based software development company specializing in the design and implementation of blockchain-powered solutions.

Since 2010, we've operated as a software boutique with deep expertise in JavaScript-based technologies. In 2019, we expanded our services to include blockchain development – an evolution that led to our recognition as one of the Top 100 Blockchain Companies of 2024.

With a compact, cross-functional team of 40+ professionals, Neti remains agile and future-focused, continuously adapting to the fast-moving landscape of blockchain innovation.

Netinteractive

netinteractive.co hello@netinteractive.co



Areas of activity

software development, AI, CRM Open Source, SaaS Platforms

Description

Netinteractive is a Warsaw-based software company with over a decade of experience in building tailor-made IT solutions. We design and develop AI, SaaS platforms, e-commerce systems, and mobile & web applications, combining modern technologies with a pragmatic business approach. Our 30-person team provides end-to-end services – from concept and UX, through backend and frontend, to integrations and long-term support. We deliver projects for both Polish and international clients, including AI-driven solutions.

Neurosoft

<https://neurosoft.pl/> info@neurosoft.pl



Areas of activity

software development, AI

Description

Neurosoft Sp. z o.o. is a technology company specializing in advanced IT solutions, data analysis, and software development. With expertise in artificial intelligence, automation, and secure systems, Neurosoft delivers innovative tools that support businesses, public institutions, and financial organizations. The company's flagship product line is NeuroCar, which offers a wide range of ITS-related solutions, such as vehicle identification and counting, ANPR, traffic monitoring, weigh-in-motion, access control, parking monitoring, and more.

New Digital Street

www.newdigitalstreet.com b.lewandowski@newdigitalstreet.com



Areas of activity

software development, AI, cybersecurity

Description

New Digital Street is an IT staffing & recruitment company. We deliver top IT consultants within 2-3 days, fluent in English or German. Services include Staff Augmentation, Team Extension, IT Outsourcing, IT Recruitment, RPO & Shared Services. We support banking, fintech, automotive, streaming, education & e-commerce across North America, Europe & the Middle East. We enable flexible IT team scaling and regularly join Europe's leading Fintech, E-commerce, Automotive, Cloud & DevOps conferences.

Nova Tracking

nova-tms.com info@nova-tms.com



Areas of activity

software development, AI

Description

Nova Tracking is a technology company specializing in solutions for transportation, forwarding, and logistics businesses. Our flagship product, NovaTMS, is a cloud-based operating system supporting all modes of transport—road, rail, air, and sea—delivering global, real-time access and data security with advanced encryption. Features include automated transport documentation, financial control, debt recovery, and a collaborative ecosystem, with seamless updates and AI-driven workflows that automate freight forwarders' tasks for maximum efficiency.

Oktawave S.A.

<https://oktawave.com/pl> info@oktawave.com



Areas of activity

Cloud computing

Description

Oktawave is a Polish public cloud computing platform supported by a team of certified cloud experts, providing comprehensive assistance with IT environment migration and management. For over 13 years, the company has continuously invested in enhancing security, automation, and service quality. Currently, the Oktawave team is conducting research and development work on the Next Gen Cloud project as part of the IPCEI CIS initiative. In 2022, Oktawave became part of the Netia Group, significantly strengthening the cloud solutions offering and capabilities of the Polsat Plus Group.

OncoCDx

www.oncocdx.org contact@oncocdx.org



Areas of activity

software development, big data, AI

Description

OncoCDx is a tech-driven research hub revolutionizing precision medicine. Leveraging AI, big data, and computational drug design, we turn complex genomic data into actionable insights for personalized cancer treatment. By bridging IT innovation and healthcare, OncoCDx empowers clinicians with smarter diagnostics, Big Pharma with practical solutions and knowledge, and gives patients faster access to tailored therapies.

Openkoda

<https://openkoda.com/> hello@openkoda.com



Areas of activity

software development, fintech, insurtech

Description

Openkoda is an insurtech platform that empowers insurers and startups to build, modernize, and scale insurance products and apps significantly faster, reducing development time by up to 60%. With modular templates for embedded insurance, claims, policy administration, underwriting, and AI-driven reporting, it enables rapid product launches, seamless integration, and legacy system modernization. Insurers own their code, avoiding vendor lock-in, and gain enterprise-grade security, scalability, and customization – all on a flexible, cost-effective foundation suited for digital transformation.

OPGK Rzeszow S.A.

www.mintsd.com sales@mintsd.com



Areas of activity

service management software

Description

OPGK Rzeszów is a trusted provider of innovative IT solutions, best known for developing Mint Service Desk — a robust and widely recognized platform for service management and helpdesk operations. Designed to streamline internal processes and enhance customer support, Mint Service Desk is used by organizations worldwide to efficiently manage requests, assets, and workflows.

In addition to our flagship product, OPGK Rzeszów offers comprehensive custom software development services, with a strong specialization in Geographic Information Systems (GIS).

OPTOMER Meller Rzetelski

<https://optomer.pl> sales@optomer.pl



Areas of activity

Telecommunication / Fiber Optic Technology

Description

OPTOMER is a Polish family-owned manufacturer of a broad range of passive fiber optic components for FTTx networks. With over 30 years of experience and a dedicated in-house R&D department, we create innovative, patented solutions that meet the highest industry standards. Major telecom operators across Europe trust our products and use them successfully in fiber-optic infrastructure projects worldwide, supporting fast, reliable, and future-ready connectivity.

Ordering Stack / 3E Software House



<https://orderingstack.com/> info@orderingstack.com

Areas of activity

software development

Description

Ordering Stack: The self-service revolution for restaurants. Our platform lets customers order seamlessly via kiosks, mobile apps, websites, or delivery services like JustEat, Glovo, and UberEats, fully integrated with your POS. You get a single product database across all sales channels, with orders flowing directly into your POS. Ordering Stack also enables loyalty programs with personalized offers and coupons to boost engagement and repeat sales. Built on over a decade of QSR experience with brands like KFC, Burger King, and Pizza Hut, Ordering Stack delivers: POS integration; Custom UX/UI aligned with your brand; proven hardware partners; advanced loyalty system options. Beyond kiosks, we provide sales tools including a loyalty app, aggregator integrations, mobile and web ordering, and a Kitchen Display System. Ordering Stack helps you streamline operations, grow sales, and meet today's market challenges.

P!00

<https://www.p100.io/> pstanio@p100.io



Areas of activity

blockchain, fintech

Description

Unified Payment Infrastructure for Banking & Stablecoins.

Streamline your financial operations with crypto-friendly accounts, instant stablecoin settlements, and flexible APIs—purpose-built to help your business scale globally.

Launch crypto financial services and securely manage client digital assets with our compliant, API-driven wallet infrastructure.

PERFI

www.perfi.pl info@perfi.pl



Areas of activity

fintech

Description

Perfi.pl is an innovative online platform and mobile app that simplifies utility bill management for both customers and service providers.

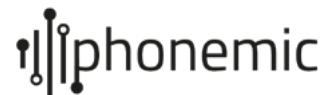
For customers – Perfi brings all household bills into one place and enables secure, one-click payments. It provides payment reminders, full payment history, and spending insights – all in one app.

For service providers, Perfi offers a cost-effective channel for payment collection, reduces late payments, and enhances customer experience. It can be a simple alternative to expensive self-service systems.

Perfi – a smart, win-win solution for bill management.

Phonemic

www.phonemic.pl info@phonemic.pl



Areas of activity

IoT/M2M, hardware, IC Design, FPGA development

Description

Customers are happy with our design and verification engineering support for FPGA platforms:

- from algorithm optimization at the mathematical level,
 - through RTL design and verification,
 - embedded software development,
 - all the way to FPGA system integration.
- Are you looking for FPGA, IP Core, SoC development?

Let's connect!

Write to us!

Polcom S.A.

<https://polcom.com.pl/en/> marketing@polcom.com.pl



Areas of activity

cybersecurity, Cloud computing, data center services

Description

Polcom's state-of-the-art data processing centres, strategically located near Krakow and Katowice, are at the forefront of technology. One of its core services is the provision of computing power in the cloud (cloud computing). The company's solutions also encompass colocation services for IT environments, backup offices and the development of IT platforms. Our company's extensive experience in building and integrating IT environments, combined with our use of the best and largest hardware platform in Poland, ensures our customers receive the highest level of service at optimal cost.

Polmedi group

<https://polmedi.com/> k.linette@polmedi.com



Areas of activity

software development

Description

Polmedi Group develops advanced MedTech solutions for hospitals and clinics. Our flagship system, iWound, supports perioperative care with a focus on prehabilitation and wound management, and continues to expand with new modules, including diabetology and rehabilitation. The platform is designed to become a comprehensive hospital care management system, enabling specialists to coordinate therapies and monitor patients remotely, while improving outcomes and reducing treatment costs. Alongside, our IoT device Warmie enhances safety through real-time telemedicine monitoring.

PREBYTES

prebytes.com hello@prebytes.com



Areas of activity

cybersecurity

Description

Since 2009, PREBYTES has pioneered AI-powered banking security across Poland, protecting 30M+ users for major institutions including PKO Bank Polski, PEKAO, Santander, and Bank Millennium. As Poland's first ISO 27001-certified cybersecurity firm, we've built expertise in real-time fraud prevention, PSD2 compliance, and cross-border security challenges. With proven success securing 90% of Polish banks, we're expanding to help US financial institutions combat sophisticated threats. Our plug-and-play solutions require no infrastructure changes, enabling rapid deployment and regulatory compliance.

Printoscope

<https://printoscope.com/> szdybal@printoscope.com



Areas of activity

software development

Description

Printoscope is an advanced print management system trusted by 87 partners and 100,000+ daily users. Supporting 2,000+ printer models, it streamlines print environments with follow-me printing and comprehensive device monitoring. We deliver fully customized solutions tailored to each client's needs. Automated supply management and expert support enhance security, efficiency, and device longevity.

Proexe

proexe.co mbakalarz@proexe.pl



Areas of activity

software development, OTT and Live Stream Solutions

Description

Proexe is a pioneering software house dedicated to innovation and excellence in software solutions.

With a team of passionate experts, we specialize in crafting cutting-edge technology tailored to our clients' unique needs. From bespoke software development to intuitive web, mobile and TV applications, we are committed to delivering unparalleled quality and value.

Promity

<https://promity.com> promity@promity.com



Areas of activity

software development, IoT/M2M, AI, fintech

Description

At Promity, we create data-driven solutions and support our clients through significant organizational transformations. We possess unique Data Science competencies, especially in computer vision and deep learning. We deliver commercially viable AI products globally across sectors including Finance, Healthcare, Agriculture, and Security. We support our clients in establishing AI Governance practices and in the process of AI product innovation (e.g., AI Product Discovery)

In the area of Data Governance, we provide both methodological support and implementation services related to Qlik/Talend.

Pure Company

www.purecompany.pl office@purecompany.pl



Areas of activity

big data, AI, Data Engineering

Description

Pure Company is a data and analytics consultancy specializing in Azure and BI managed services. We deliver end-to-end solutions using Microsoft Fabric, Power BI, and Azure. We design and implement modern data lakehouses, optimize legacy systems, and build impactful reporting tools. Working in small expert teams, we partner closely with clients to ensure agile delivery and deep technical alignment.

QBICO

<https://qbico.pl/en/> qbico@qbico.pl



Areas of activity

software development, big data

Description

Converting data into business advantage requires more than just technology—it also requires understanding the business context. Since 2007, we've been supporting companies in manufacturing, retail, services, and finance sectors with personalized Business Intelligence systems that transform raw data into decisions. Our innovative & Data Experts as a Service & offering is our answer to the market demand for flexible, fast access to expertise. As a Microsoft Partner, we guarantee the highest quality and reliability of our solutions, always putting business before technology.

Qodeca

<https://www.qodeca.com/> hi@qodeca.com



Areas of activity

software development, AI

Description

Qodeca is a technology partner providing consulting services and custom software development to clients in the US, the Gulf Coast (GCC), and Western Europe. We specialize in delivering solutions for the fitness, healthcare, and sports industries. Our team of experts supports the company and creates scalable applications that increase customer and employee productivity, as well as operational efficiency.

QRQS.eu

<https://qrqs.eu> office@qrqs.eu



Areas of activity

software development, AI, blockchain, fintech, RPA, Insur/RegTech, Digital Transformations, BPM

Description

We deliver modern, flexible IT solutions for the financial and corporate sectors, powered by AI and the highest security standards. We specialize in digital transformations, digital platforms, mobile applications, and AI solutions. Our mission is to support clients in efficient process digitalization, ensure regulatory compliance, and maximize business value through intelligent management of resources and technology. We combine innovation with scalability, enabling organizations to adapt quickly to market changes and achieve sustainable growth.

Railwaymen

<https://railwaymen.org> info@railwaymen.org



Areas of activity

software development, IoT/M2M, AI

Description

Railwaymen is a Polish custom software development company with 16+ years of experience and 150+ web and mobile apps delivered worldwide. Our 50+ experts build secure, scalable digital products for fintech, foodtech, and construction industries. From PCI-ready eWallets to food ordering platforms and project management tools, we help startups and enterprises solve real business problems with reliable technology.

Randlab Software

www.randlab.pl biuro@randlab.pl

rand/lab

Areas of activity

software development, IoT/M2M, AI, hardware, cybersecurity

Description

Randlab Software is a Polish IT company specializing in the development of dedicated software, system integration, and the delivery of comprehensive technology services to our clients. In addition, we provide human resources in the IT field, offering support in system maintenance and programming services. Our mission is to support organizations in their digital transformation, increase process efficiency, and implement innovative solutions based on data and modern technologies.

Recoveries

<https://recoveries.pl> office@recoveries.pl



Areas of activity

software development, AI

Description

At Recoveries sp. z o.o., we create intuitive tools that help people better care for their health and prevent lifestyle diseases such as diabetes, heart disease, and obesity. Our solutions combine access to diagnostics, real-time monitoring, and personalized recommendations. We focus on prevention, data security, and user-friendly technology to support informed health decisions and quick response to changes—delivering real, long-term value.

Relout

relout.team delivery@relout.team



Areas of activity

outsourcing IT / Talent as a service

Description

We are tech enthusiasts from Poland specializing in IT Recruitment & Talent Management. As your dedicated partner in sourcing and managing top-tier tech talent, we are committed to being the driving force behind your digital excellence.

Retailic

retailic.com office@retailic.com

The logo for Retailic, featuring the word "RETAILIC" in a bold, orange, sans-serif font.

Areas of activity

software development, IoT/M2M, AI, hardware, Science-to-Value, Data-to-Value

Description

Need true technological advantage? Invest in your own patentable technologies and digital ecosystems grounded in science. Our interdisciplinary teams combine software, hardware, and academic expertise to deliver strategies, prototypes, and scalable, ready-to-use systems built on research-driven business value. No in-house R&D required—reduce costs, build capabilities, and gain a reliable, supportive technological partner who turns research into business growth. We hold the official status of a Research and Development Center (CBR).

Revas

<https://revas.pl/> kontakt@revas.pl

The logo for Revas, featuring the word "REVAS" in a large, bold, black, sans-serif font, with "BUSINESS SIMULATION GAMES" in a smaller, black, sans-serif font below it.

Areas of activity

Education, training

Description

Revas develops online Business Description Simulation Games for education and corporate training. Participants run virtual SMEs, make realistic business decisions, and compete in dynamic markets. Ideal for business, entrepreneurship, and soft-skills development. Used by 1000+ institutions worldwide, including universities, schools, and corporate clients. Revas empowers learners to think like CEOs and understand the mechanics of business.

RIFFSEC

www.riffsec.com hello@riffsec.com



Areas of activity

cybersecurity

Description

RIFFSEC is a cyber threat intelligence platform focused on Europe. We monitor leaks, phishing, and vulnerabilities – delivering clean, actionable alerts tailored to local languages, threats, and sources. No noise, just what matters. Designed for SOC teams, IT leaders, and public institutions. #WeSeeMore

River&Heart

<https://clickbox.com.pl/> biuro@clickbox.com.pl



Areas of activity

IoT/M2M

Description

We specialize in the production of modern automated lockers and click&collect machines that streamline the pickup process. Our solutions are fully managed through an intuitive mobile app, ensuring convenience, security, and speed of service. We deliver systems tailored to the needs of retail, logistics, and service industries.

Robosourcing

www.robosourcing.pl office@robosourcing.pl



Areas of activity

AI, Robotics Process Automation

Description

Robosourcing Sp. z o.o., based in Poznań, is a leading Polish RPA and process automation specialist. Our expert team designs, builds, and deploys Botie—personal business robots equipped with ready-to-use “skills” to automate tasks like invoice processing, company registry queries, and more. From process analysis through testing and support, we ensure seamless integration and real efficiency gains. Embracing our “robosourcing” philosophy, we free teams from repetitive tasks, boosting productivity and allowing focus on strategic goals.

RST Software

www.rst.software hi@rst.software



Areas of activity

software development, big data, AI, logistics, marketplaces, messengers, BPMN, AI

Description

We are committed to delivering world-class software thanks to our own modules and high level of competence, helping both enterprise-grade partners and fast-growing start-ups and scale-ups.

RTC Lab

www.livewebinar.com marketing@rtclab.com



Areas of activity

software development, webinar platform, online conference platform

Description

LiveWebinar is a cloud-based webinar and video conferencing platform designed for seamless online communication. It allows users to host live, automated, and on-demand webinars with ease—no downloads required. With features like screen sharing, custom branding, polls, breakout rooms, and integrations with popular tools, LiveWebinar is perfect for marketers, educators, and businesses. Whether you're running a product demo, virtual class, or live Q&A, it offers a reliable, customizable, and user-friendly solution for engaging audiences anywhere.

Rublon

www.rublon.com sales@rublon.com



Areas of activity

cybersecurity

Description

Rublon is a cybersecurity company that offers an advanced Multi-Factor Authentication (MFA) solution, providing employees with secure access to their organization's IT resources. Rublon helps hundreds of customers in more than 50 countries globally comply with data protection regulations, cyber insurance requirements, and information security standards. Rublon MFA integrates seamlessly with networks, servers, endpoints, as well as cloud, web and desktop applications, enabling centralized authentication management across the entire organization, including the enforcement of security policies.

SalesYY

<https://salesyy.com/> hello@annapro.pl



Areas of activity

AI

Description

marketing & AI expert, speaker, certified trainer and co-founder of two companies: SalesYY.com (consulting in marketing, sales & AI) and Web Amigos (custom IT software). She has worked with 400+ companies including Mercedes-Benz, GE, and Santander. Speaker at tech events (infoShare, DevOXX, ICERI). Helps businesses use AI to boost sales and marketing results.

Sara AI

<https://saraai.com/> maciek@saraai.com



Areas of activity

AI

Description

AGI developer. We deal with strong artificial intelligence using proprietary algorithms inspired by the operation of the human brain; hence, our solution will be indistinguishable from human intelligence as we know it.

Scalo

www.scalosoft.com info@scalosoft.com



Areas of activity

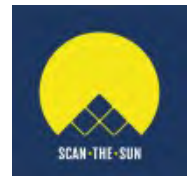
software development, big data, AI, fintech, IT Staff Augmentation

Description

Scalo is a trusted Polish software partner delivering custom digital solutions and agile development teams. With 18 years of experience, over 750 completed projects, ISO 27001 certification, and Microsoft Gold Partnership, we empower global businesses to scale rapidly and innovate with confidence. Our services include bespoke software development, AI and data engineering, expert team augmentation, and cloud consulting. We are trusted by clients across the USA, EU, UK, and the Middle East.

ScanTheSun

<https://scanthesun.com/en/> contact@scanthesun.com



Areas of activity

VR/AR/XR, IoT/M2M, Energy IoT

Description

Perfect Solar PV designing App – up to 38% more energy from Solar PV in 1 minute!!!

- Executing Solar PV design – from ground level via smartphone or remotely via desktop
- No more climbing the roof
- No more laborious manual desktop data modelling
- Highest level of design accuracy
- Number of panels, perfect placement, optimal tilt & azimuth
- All in 1 minute on smartphone

All the user does:

1. Point the smartphone towards the location
2. Tap a few times on the smartphone screen to measure the site
3. The App generates: the single best placement parameters for PV panels

Seedia

<https://seedia.city/pl/> office@seedia.city



Areas of activity

Smart City & GreenTech Solutions

Description

SEEDiA addresses key urban challenges, including limited access to information, a shortage of eco-friendly solutions, and limited charging infrastructure for mobile and electric devices. Our solar benches, info kiosks, and bus shelters offer free Wi-Fi, charging, and interactive timetables. Through the InCity.io platform, cities can monitor and optimize infrastructure in real time. All devices are powered by solar energy, supporting sustainable development and reducing CO₂ emissions. SEEDiA operates in B2G and B2B models, delivering smart urban solutions for municipalities and businesses.

SENSE Software

<https://www.sensesoft.eu/> info@sensesoft.eu



Areas of activity

software development, AI

Description

SENSE Software specialises in developing software solutions for thermal imaging and is recognised as a pioneer in applying artificial intelligence in this field.

Since 2018, the company has been the primary software provider to Teledyne FLIR, with its flagship product, Thermal Studio™, established as the leading software suite in the thermal imaging market.

Its proprietary SaaS platform PV SENSE automates thermal inspections of photovoltaic installations. The company also supports its partners by delivering customised solutions for radiometric data analysis.

Sente S.A

sente.pl kontakt@sente.pl



Areas of activity

software development

Description

Sente is a Polish tech company that delivers ERP and WMS systems for mid-sized and large enterprises. We specialize in complex warehouse and logistics operations, offering highly customizable solutions tailored to individual business needs. With over 25 years of experience, we help companies grow by automating processes, improving efficiency, and enabling data-driven decision-making.

SentiOne SA

<https://sentione.com> kontakt@sentione.com



Areas of activity

software development, big data, AI, MarTech – technology used for marketing

Description

SentiOne is a conversational AI company helping brands elevate their customer experience. Its all-in-one platform features advanced chatbots and voicebots to automate customer service across multiple channels. The suite also includes powerful social listening tools to monitor online conversations, analyze sentiment, and gain deep audience insights. SentiOne offers a unified solution for AI-powered automation and online analytics, trusted by leading global brands.

ShareTheBoard

<https://sharetheboard.com/> hello@sharetheboard.com

ShareTheBoard

Areas of activity

EdTech, Collaboration Tool, Assistive Technology

Description

ShareTheBoard seamlessly integrates whiteboards into an otherwise digital workflow. Using our proprietary and industry-leading content recognition algorithms, we ensure that traditional writing surfaces are legible and fully interactive, when shared with remote/hybrid audiences. We save and encrypt all handwritten contents in real time, enhancing audience engagement and data security. We analyze and intelligently transcribe handwritten content – capturing it in the correct digital format. We do all of this without requiring any specialized hardware or complex training.

SI Robotics

<https://sirobotics.eu/> office@sirobotics.eu



Areas of activity

software development, AI, hardware, Humanoid Robotics

Description

SI Robotics is building Europe's sovereign humanoid robotics stack. From Poland, NATO's frontline, we engineer proprietary bionic actuators and scalable production systems that unlock lifelike, human-like motion. Our dual-use focus spans defence, logistics, and industry, positioning us as the backbone of Europe's physical AI. This is not a startup hustle. It's an infrastructure-level play to create millions of humanoid robots and secure Europe's place in the next industrial era.

SIMPLITO

<https://www.simplito.com/> contact@simplito.com

SIMPLITO
SOFTWARE R&D

Areas of activity

software development, AI, cybersecurity, fintech

Description

SIMPLITO is a software R&D company creating low-level, pro-privacy solutions for developers. Their flagship privacy toolkit features the PrivMX platform for rapid implementation of end-to-end encryption across web, mobile, IoT, and XR applications, and the DeepFellow framework for deploying Private AI in local infrastructure and creating dedicated AI agents.

The team's mission is to develop Good Technologies that support human IP and data privacy.

Sintra Consulting Poland

<https://sintraconsulting.pl/> info@sintraconsulting.pl

sintra
DIGITAL BUSINESS

Areas of activity

software development Shopify development, E-commerce, Omnichannel solutions

Description

Sintra Consulting Poland is a technology partner specializing in delivering advanced e-commerce solutions with a strong focus on Shopify, Shopify Plus and open – source solutions. We help brands scale through tailored development, UX optimization, and systems integration. With a deep understanding of digital commerce, we empower clients across Europe to succeed in competitive online markets.

Sisoft

<https://www.sisoft.pl> kontakt@sisoft.pl

sisoft

Areas of activity

cybersecurity

Description

Sisoft enables organizations to navigate cybersecurity, compliance, and resilience in a world where regulation lags behind technology. Since 2006, we've partnered with high-impact sectors to secure critical assets – offering audits, penetration testing, risk frameworks, and CISO-as-a-service. Our teams combine deep technical expertise with regulatory insight to help clients build mature, scalable security functions that not only reduce risk but create strategic advantage and unlock operational confidence at every stage of growth.

SKILL AND CHILL

<https://skillandchill.pl/pl/> lukasz.andrykowski@skillandchill.com



SKILL & CHILL

Areas of activity

software development, AI, fintech

Description

The SKILL & CHILL team consists of IT specialists with strong technical skills and business knowledge, with over 21 years of experience in a range of IT areas. SKILL & CHILL treats each client uniquely through innovation and total commitment, more on our website: www.skillandchill.com – what we do at SKILL & CHILL is more than a job – it's a lifestyle.

We wish to present ourselves as a combination of calm – CHILL and ability – SKILL.

SMEO S.A.

<https://smeo.pl/> kontakt@smeo.pl



Areas of activity

fintech

Description

SMEO S.A. is a Polish FinTech company providing fast and fully online financing for SMEs that often face limited access to bank funding. With AI and Big Data solutions, SMEO enables instant factoring decisions (up to PLN 5M) and installment loans (up to PLN 200k), even for firms without a long credit history. Applications take only minutes, payouts arrive within 24 hours, and fees are fully transparent. Awarded Top Brand of the Decade (2025, Loan Magazine) and Best Digital Factoring for SMEs in CEE (2024, WOA Digital WOW Awards), SMEO is a trusted partner in modern business finance.

Soft Power Ltd.

<https://t-lem.com/> office@t-lem.com



Areas of activity

software development, AI, Edtech

Description

The company is the developer and operator of the specialized web platform The League of Extraordinary Minds (LEM), which supports individuals, institutions, businesses, and schools in the practical teaching of information technologies such as artificial intelligence, programming, databases, and data analytics. The company is a leader in the Polish edtech market in the segment of teaching information and communication technologies within the education system. Nearly 2,000 schools and 100,000 students use the LEM platform.

Software Interactive

<https://softint.eu/> form@softint.eu



Areas of activity

software development, AI

Description

Software Interactive is a technology company specializing in smart IT solutions. We design and implement modern CRM systems powered by AI, build machine learning-based platforms, and develop advanced Computer Vision technologies. We deliver tools that automate processes, boost efficiency, and turn data into real business value.

Software Mind

<https://softwaremind.com/> sara.smuczynska@softwaremind.com



Areas of activity

software development, AI, cybersecurity

Description

Software Mind is a global digital transformation partner with operations throughout Europe, the US and LATAM. Driven by tech and empowered by people, we provide companies with software engineers and autonomous, cross-functional development teams who manage software life cycles. For over 20 years we've been enriching organizations with the talent they need to boost scalability, drive dynamic growth and bring disruptive ideas to life. Our top-notch engineering teams combine ownership with leading technologies, including cloud, AI, data science and embedded software.

SoftwareHut

<https://softwarehut.com/> hello@softwarehut.com



Areas of activity

software development, VR/AR/XR, big data, AI, cybersecurity, fintech

Description

SoftwareHut is a company within the TenderHut Group, specializing in the development and delivery of custom software solutions. It provides services in software development, IT outsourcing, DevOps, testing, and UI/UX design. The company delivers projects for clients across Europe and North America – from startups to large enterprises. SoftwareHut's team of engineers delivers modern, scalable solutions tailored to clients from various industries.

Softwise.AI

softwise.ai jan@softwise.ai



Areas of activity

software development

Description

We're your dedicated AI strike force. We combine cutting-edge expertise with hands-on implementation to transform your business through the power of artificial intelligence. From strategy to execution, we're committed to delivering AI solutions that drive real-world results and propel your organization into the future.

Soildata

<https://soildata.pl/en> office@soildata.pl



Areas of activity

software development

Description

Soildata System is a comprehensive tool for conducting and supervising geological and geotechnical surveys for companies and infrastructure investors – from digital data collection at the source during fieldwork, to data analysis, processing, and preparation of documentation. Real value: We bring a new quality to the geological and geotechnical industry – with us, you will develop ground investigations faster, more accurately and with a level of certainty that has never been seen before. As our startup is entering a phase of dynamic growth, we are looking for an investor to expand in Poland and

SOLDEVELO

soldevelo.com office@soldevelo.com



Areas of activity

software development, big data, AI, cybersecurity, blockchain, fintech supply chain, medtech

Description

SolDevelo Sp. z o.o. is a technology solutions provider focused on delivering high-quality software. Established in 2009, it has been constantly expanding and now has more than 280 successfully completed projects in over 20 locations globally. Our mission is to deliver high-quality solutions for modern world challenges.

SolDevelo's approach is a unique mix of a highly experienced development team, client-oriented service and a passion for IT. This guarantees that projects will be completed on time, precisely and with superior quality.

SOLUTION4LABS

<https://solution4labs.com/en> info@solution4labs.com



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware

Description

Solution4Labs is a Polish company specializing in laboratory informatics. Since 2014, we have implemented LIMS solutions, performed system validations, and developed custom modules and software for labs in pharmaceutical, food, petrochemical, automotive, environmental, and R&D sectors. We also conduct pre-implementation audits and consulting. We are an authorized Thermo Fisher Scientific partner in Poland, France, and the United Kingdom.

Sparados

www.sparados.com product@sparados.com



Areas of activity

fintech, Business Expense Management

Description

Sparados is a dynamic fintech company dedicated to transforming how SMEs manage their finances. The Sparados all-in-one platform enables quick and secure issuing of virtual Mastercard cards to employees and contractors, providing businesses with real-time control and visibility over their spending. It automates tedious tasks like invoice processing and financial reconciliation, and offers seamless integration with popular accounting systems to eliminate manual data entry. Sparados is PCI DSS certified and operates in Europe.

Sparesty

<https://www.sparesty.com> office@sparesty.com



Areas of activity

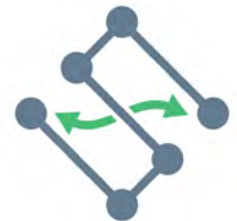
software development, AI

Description

At Sparesty sp. z o.o., we're creating a modern travel and educational app that connects city exploration with eco-friendly values. Using AI and machine learning, we offer personalized routes featuring landmarks, green spaces, and local sustainable initiatives. Through location-based games, users gain ecological knowledge and earn rewards for visiting eco-attractions. We focus on innovation, education, and sustainability to promote conscious travel and better tourism management.

SPARK-IT

<https://www.spark-it.pl/> biuro@spark-it.pl



Areas of activity

hardware, cybersecurity

Description

SPARK-IT Sp. z o.o. is a Polish IT services and cybersecurity provider based in Lublin and Warsaw. With over 10 years of experience, we deliver IT outsourcing, Microsoft 365 and Azure solutions, cloud migrations, and advanced cybersecurity for over 2,000 users. We support production, medical, and retail sectors, ensuring reliable, secure, and scalable IT environments through fast response, expert knowledge, and a customer-focused approach.

Speednet

<https://speednetsoftware.com/> sales@speednet.pl



Areas of activity

software development, AI, fintech

Description

Speednet is a trusted IT partner for banks, insurers and financial institutions in Poland and abroad. With 25 years of technical expertise and deep knowledge of the BFSI sector, we deliver custom web and mobile applications, including AI governance solutions.

Our outcome-based model ensures faster time-to-market, predictable ROI, flexible team scaling and the confidence that your digital financial products are built with the highest security standards.

Stratoflow

<https://stratoflow.com/> contact@stratoflow.com



Areas of activity

software development, fintech

Description

At Stratoflow, we specialize in building custom, high-performance, and scalable software solutions tailored to the needs of industries such as travel, fintech, and e-commerce. With over two decades of experience, we help companies develop platforms capable of processing billions of transactions per hour and handling hundreds of millions of daily queries. Our development process begins with a deep understanding of our clients' operations and data, followed by selecting the optimal technology stack—including Java, Spring Boot, Kafka, Hazelcast, and cloud-native architectures.

summ-it s.a.

www.summ-it.eu info@summ-it.pl



Areas of activity

software development, big data, AI, Data analytics, cloud solutions, managed service

Description

summ-it s.a. delivers real value to clients by optimizing IT costs (including cloud cost optimization), enhancing data security, and ensuring 24/7 system availability. With deep expertise in databases, business intelligence, and cloud solutions, the company supports business growth through flexible, scalable, and ISO-compliant services. Partnerships with Microsoft and Oracle ensure top-tier service quality, while a personalized approach translates into tangible business benefits.

Suntrail sp z o.o.

www.suntrail.pl dstrzalka@suntrail.pl



Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, cybersecurity

Description

It is a platform that will help health resorts and spas with their own cosmetics to study their effectiveness by running the entire treatment on test patients, collecting patient feedback, as well as storing the resulting data, and drawing appropriate conclusions.

Surveily AI

<https://surveily.com> info@surveily.com



Areas of activity

software development, AI

Description

Surveily is an AI-powered workplace safety platform that analyzes real-time video from existing CCTV to detect unsafe behaviors, PPE violations, and hazards. It delivers 24/7 monitoring, smart alerts, compliance analytics, and automatic reporting. The system supports on-premise/cloud deployment, ensures GDPR compliance, and integrates with 95% of IP cameras. With 93–95% detection accuracy, it boosts operational safety, reduces accidents, and aligns with EU AI Act standards

TASK4M

<https://task4m.com> office@task4m.com



Areas of activity

software development, AI

Description

At TASK4M.COM Sp. z o.o., we're developing an innovative platform that streamlines task management between clients and contractors, mainly in the programming sector. Our solution automates task assignment, execution, and verification, enabling faster and more transparent collaboration. With an intuitive interface and advanced monitoring tools, we track progress, payments, and ratings. Using AI and machine learning, we match the best specialists to tasks, boosting project quality and efficiency.

taxmanagers.pl

www.taxmanagers.pl/en/ zbigniew.dus@taxmanagers.pl



Areas of activity

CFO and tax support services for tech companies

Description

taxmanagers.pl helps organisations that require tax and finance support related to potential savings, risk and process management, but do not require a full-time expert. The unique blend of tax, finance and management skills ensures professional support in the international environment. Professional CFO services, certified tax advisory services for technology companies.

TenderHut

<https://tenderhut.com/> hello@tenderhut.com



Areas of activity

software development, VR/AR/XR, IoT/M2M, AI, cybersecurity, blockchain, fintech

Description

TenderHut is a Polish technology group supporting companies in their digital transformation. We operate across four business lines: software development and cybersecurity, laboratory systems (LIMS/LIS), digital product design and marketing, and venture building in areas such as MedTech and WorkTech. Our team of 500+ specialists across four continents delivers scalable solutions used by public institutions and Fortune 500 companies.

TENESYS

<https://tenesys.io> info@tenesys.pl



TENESYS

Areas of activity

big data, AI, cybersecurity, cloud computing services, managed services

Description

Tenesys is a Polish expert in cloud and DevOps services. As a certified AWS, Azure, and GCP partner, we deliver secure, scalable, and cost-optimised solutions. Our approach embeds cybersecurity at every stage, from secure-by-design architecture and DevSecOps practices to 24/7 threat monitoring and compliance management. We protect your critical data and ensure business continuity with a robust, modern security posture, making your infrastructure resilient against cyber threats.

THINKSMART

www.thinksmart.pl office@thinksmart.pl

THINKSMART

Areas of activity

software development, AI

Description

We are a tech company with 15+ years of experience and 400+ projects delivered. Our edge is speed and focus: we build lean Proof of Concepts around concrete pain points, offered free or at low cost to test. If value is delivered, customers simply share part of it with us. From Visual AI that uncovers inefficiencies to Voice and Chat AI that ease customer service load, we design solutions that cut costs, improve safety, and boost efficiency. Agile and transparent, we deliver measurable impact across industries. AI that earns its keep. Share your pain point today – let's see what AI can change!

Thoc Medi

THE_HOUSE_OF_CODE

<https://www.thehouseofcode.com/> info@thehouseofcode.com

Areas of activity

software development, IoT/M2M, AI, mobile applications, web platform development

Description

The House of Code is a forward-thinking software development agency delivering bespoke mobile, web, and IoT solutions for maritime, logistics, geolocation, media, and retail industries. With a team of experienced engineers, we support clients from concept to deployment, offering architecture planning, tech advisory, and custom development. Our expertise spans Android, NFC, real-time data, and maritime UX. We build robust apps like employee verification tools for Zebra devices, advanced access control platforms, and integrated navigation systems. We go beyond traditional software houses.

TopShow3D / TOP COOP konrad Maj

TopShow3D®

www.topshow3d.net biuro@topscan3d.net

Areas of activity

VR/AR/XR, AI, hardware, Automated photorobots & scanning devices

Description

Top Coop Konrad Maj is the inventor and manufacturer of the TopShow3D system – automated photorobots & scanning devices. Unique hardware and software technology, based on AI, is simplifying and robotizing the creation of interactive content and product presentation/documentation for e-commerce, in-house photography, scanning and digitalization of cultural heritage. We provide customized, fully automated photorobots for VR/3D/360 that suit customers' needs. Our customers are companies from all over the world – we design, build, ship, train and support them worldwide.

Trenado Marek Melaniuk

Trenado.pl biuro@trenado.pl

TrenadoTM

Areas of activity

software development, E-learning

Description

Trenado is a company with many years of experience in the e-learning sector, with an in-depth understanding of its specifics gained through numerous completed projects. It creates professional educational platforms – licensed or dedicated – offering comprehensive support: from design, through content creation, to marketing. Features such as a drag-and-drop course editor, payment integration, and schedule management make the platform intuitive and effective.

UniqSoft

www.uniqsoft.pl hello@uniqsoft.pl

UNIQSOFT

Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, cybersecurity, fintech

Description

We specialize in developing custom software: websites, online stores, mobile apps (Android, iOS), CRM systems, AI, AR, and IoT. We combine modern technologies with attention to design, security, and compliance. We deliver stable, scalable solutions with support in the production environment. We focus on effective communication, continuous development and minimizing errors. We also offer cybersecurity training and AI tools. With us, you can complete your entire project smoothly.

Uptime Solutions

<https://uptime.eu/> poland@uptime.eu



Areas of activity

software development, AI

Description

We are Uptime Solutions, the Polish office of the international Uptime Group. Based in Cracow, our 30+ engineers specialize in Microsoft Tech Stack and modern front-end frameworks. For almost 20 years we've built custom software, business platforms, and integrations for global clients. As part of Uptime Group (200+ experts across Europe), we combine local agility with international reach. We focus on long-term partnerships, clear communication, and delivering scalable, business-critical solutions

USEO

<https://useo.tech> hello@useo.tech



Areas of activity

software development

Description

Experts in Ruby & Modern Web

Ruby/Ruby on Rails is our specialty. We develop applications and restore life to legacy systems.

We provide solutions tailored to your needs. Whether it's a new application created from scratch in the programming language of your choice, an existing application in Ruby requiring changes or security updates, a modern front-end in React, or instant no-code/low-code prototyping.

We will advise you on the best solution, take care of your project while always putting your business first.

VAO S.C.

www.vao.pl office@vao.pl



Areas of activity

software development, IoT/M2M, AI, cybersecurity

Description

VAO, established in 2004, is a company headquartered in Poznań that delivers its solutions not only to Polish, but also to European and American clients. We offer a wide range of IT solutions in AI and cybersecurity. Firstly, we design and implement advanced web applications (Drupal, Magento, Laravel, Node.js, ReactJS, Swift, Kotlin, Flutter). Secondly, we create and implement specialised applications for internal use in companies. Last but not least, we also provide comprehensive IT outsourcing and IT consulting.

Verestro

<https://www.verestro.com/> sales@verestro.com

Verestro™

Areas of activity

fintech

Description

Verestro is a Fintech-as-a-Service provider founded in Poland in 2011. We deliver modular APIs, SDKs and white-label apps for banks, fintechs, insurtechs, lendtechs, enterprises etc., covering card issuing, IBAN management, tokenization (MDES/VTs, NFC for iOS), money transfers, expense tools and loyalty programmes. Since 2020, Mastercard has been a shareholder. Visa-certified and PCI DSS-compliant, Verestro operates in 35+ markets, helping partners launch secure, scalable and modern digital finance solutions faster and at lower cost.

Vilder Group

vildergroup.pl tomasz.morga@vildergroup.pl



Areas of activity

AI robots with AI technologies

Description

Sales, leasing, and servicing of service, security and medical robots with AI technologies, as well as sales of devices with AI systems.

VISIONA

www.visiona.pl visiona@visiona.pl



Areas of activity

software development

Description

VISIONA provides scalable and innovative solutions for digital and omni-commerce payments. We are a trusted IT solutions partner in banking, financial and ecommerce ecosystems. We offer a complete set of payment solutions to support processes such as authorization, 3-D Secure authentication, switching and transaction settlement (Visa/Mastercard/AmEx), issuing of payment instruments, POS handling, chargeback processing and fraud management. We provide e-commerce solutions for comprehensive online payment processing (paywalls, payment channel integration, SDK for mobile app, tokenization).

Visus VR

www.visusvr.pl biuro@visusvr.pl



Areas of activity

software development, VR/AR/XR, hardware

Description

Visus VR develops innovative Virtual Reality solutions for training, education, and safety. Our products combine immersive 3D environments with interactive scenarios to enhance learning, engagement, and retention. We deliver VR applications for industry, healthcare, and public institutions, including first aid, workplace safety, and environmental awareness, supporting clients in Poland and worldwide.

VML Enterprise Solutions sp z o.o.

www.vml.com kontakt@possible.com



Areas of activity

software development, big data, AI, fintech

Description

VML Enterprise Solutions in Poland, with offices in Poznań, Katowice, and Bydgoszcz, is a hub of technology enthusiasts. We specialize in crafting high-class tech and e-commerce solutions for global giants like Ford, Unilever, IKEA, and Samsung. As part of VML's unified technology and data group, we leverage over 10,000 global experts to address complex business challenges through consulting, CX, commerce, and tech transformation. Our direct-to-client capabilities span engineering, data, and platform delivery, enhanced by partnerships with Adobe, Sitecore, Optimizely.

VSoft SA

www.vsoft.pl/en/ pr@vsoft.pl



Areas of activity

software development

Description

VSoft SA – For 30 years, we have been supporting financial institutions – banks, leasing companies, insurers, and debt collection departments – by delivering modern IT solutions. With low-code technology, we help clients build and scale applications faster, streamline daily operations, and reduce costs. Our VSoft archITekt platform is also applied in retail, manufacturing, and healthcare, enabling process automation and flexible adaptation to changing needs. We are a trusted partner in digital transformation – experienced, effective, and focused on real results.

Vstorm

vstorm.co info@vstorm.co



Areas of activity

AI

Description

Vstorm is a boutique AI Agent engineering consultancy company recognized by Deloitte. We help organizations engineer custom Agentic workflows beyond standard solutions, enabling organizations to drive their ROI.

Waterly

<https://waterly.eu> contact@waterly.eu



Areas of activity

IoT/M2M, hardware, Cleantech/Greentech

Description

Waterly is a Polish startup developing an autonomous, AI-powered real-time water quality monitoring system. It uses solar-powered buoys that transmit data to the cloud, where it is analyzed and visualized. The system sends automatic alerts when critical thresholds are exceeded. Designed for environmental protection, industry, aquaculture, and public administration, Waterly's modular solution integrates easily via API into existing infrastructure or works as a fully independent platform.

WaveFlow System

<https://waveflowsystem.com/> contact@waveflowsystem.com



Areas of activity

software development, big data, IoT/M2M, AI, industrial automation, predictive maintenance

Description

WaveFlow System develops AI-powered solutions for industry, combining automation, predictive maintenance and quality control in one intelligent ecosystem. Leveraging Edge AI, Edge Computing and secure wireless communication, our real-time platforms process data directly at the source—ensuring speed, reliability and seamless scalability. Our solutions not only boost efficiency and minimize downtime, but also accelerate the journey toward Industry 4.X—empowering enterprises to create smarter, seamlessly connected and future-ready industrial operations.

WeAreFuture P.S.A

<https://wearefuture.ai/> hello@wearefuture.ai

WEAREFUTURE

Areas of activity

software development, AI, AI Consultancy, Digital transformation

Description

WeAreFuture.ai is a consulting and implementation company that helps organizations unlock the potential of artificial intelligence through structured capability-building, strategic advisory, and AI solution development.

WEARFITS

<https://wearfits.com> contact@wearfits.com

WEARFITS®

Areas of activity

VR/AR/XR, AI

Description

WEARFITS develops AI- and AR-powered virtual try-ons for fashion and footwear. The company's portfolio includes an Augmented Reality (AR) shoe try-on experience, and it is currently building a clothing try-on driven by Generative AI. In addition, the WEARFITS team has created a 3D-technology-based virtual garment fitting solution (for precise size fitting) and a foot scanner.

Web Amigos

<https://www.webamigos.pl/> hello@webamigos.pl

Web Amigos

Areas of activity

software development, big data, AI, cybersecurity

Description

I'm a software engineer, consultant, and architect with 15+ years of experience. I've worked on projects for major brands such as Disney/ABC/Oscars, PKO BP, and ProSieben, and delivered workshops for clients such as ING, Hitachi, Luxmed, Grupa Pracuj, and eSky. My expertise includes web applications, automation, and AI. I run Web Amigos, where we help companies regain control and increase profitability by building software that reflects how they operate.

Webalize

<https://webalize.me/> hello@webalize.me

webalize

Areas of activity

software development, AI, #NAZWA?

Description

Webalize is a Warsaw-based software house, specializing in building custom web applications that automate operations and support business growth. Their approach focuses on delivering tailor-made solutions, precisely aligned with business needs. Their portfolio includes systems for task management, reservation management, document workflows, and warehouse operations. They have also developed multiple e-commerce and e-learning platforms and some unique one-off projects, such as an electric vehicle comparison platform and a dashboard for the Polish energy market.

WEBSENSA

www.websensa.com contact@websensa.com



Areas of activity

AI

Description

WEBSENSA – Enterprise AI Solutions

Founded in 2010 in Warsaw, WEBSENSA transforms large enterprises through tailored AI implementations. We eliminate common AI adoption barriers: technology complexity, expertise gaps, and failed DIY attempts.

Our Solution: Ready-to-deploy enterprise AI platform with full control, model independence, and API access. We deliver measurable results: cost optimization, process automation, and new revenue channels.

Proven Results: Trusted by Veolia, Danone, Santander Bank, and Wirtualna Polska across digital publishing, marketing, e-commerce, and financial services.

Webtechnika

<https://webtechnika.pl> biuro@webtechnika.pl



Areas of activity

software development, big data, IoT/M2M, AI

Description

Webtechnika sp. z o.o. is a seasoned Polish Python Software House, founded around 2009, specializing in digital transformation, process automation, and bespoke enterprise solutions. Leveraging expert knowledge in Python, Django, PostgreSQL, and AWS-based infrastructure, Webtechnika excels in processing large-scale data, integrating IoT devices, developing ERP systems, and implementing robust quality control platforms. Agile-driven, client-focused, and TDD-practiced, they deliver scalable, efficient, high-quality IT solutions tailored for the European and US markets.

WeSub S.A

<https://wesub.pl/> biuro@wesub.pl



Areas of activity

fintech

Description

WeSub is a payment solution that empowers partners to offer premium electronics through subscription instead of sale. By integrating WeSub, retailers and distributors unlock new recurring revenue, higher margins, and stronger customer loyalty. The model supports the circular economy by extending device lifecycles and enabling sustainable reuse. With transparent processes, predictable payouts, and full support, WeSub helps partners grow while delivering modern financing tailored to today's market.

White Label Coders

<https://whitelabelcoders.com> info@whitelabelcoders.com



Areas of activity

software development, Content management for affiliate marketing

Description

White Label Coders is Poland's largest WordPress/WooCommerce team specializing in enterprise-grade content management solutions (CMS) for corporate marketing, affiliate marketing (including the iGaming sector), and highly customized e-commerce digital experiences. We excel at helping corporations and capital groups unify their CMS ecosystem across multiple brands, from dozens to hundreds of individual websites, through standardized, scalable WordPress architectures that enable faster content publishing, reduced TCO, enhanced technical SEO, and instant feature deployment across all properties.

Winged IT

<https://wingedit.pl/> info@wingedit.pl

WINGED IT

Areas of activity

software development, cybersecurity

Description

Winged IT is a Polish Tech Recruitment, Staff Augmentation, Cybersecurity, and Consulting Company with 120 employees and over 100 clients from 4 continents. We deliver tech talent from Central and Eastern Europe who are ready to work remotely from Poland or relocate to other countries.

We effectively support international companies in establishing their remote (in-house or outsourced) tech and cybersecurity teams in Poland.

To discover why Poland is a great choice, visit our dedicated website at <https://doITinPoland.com/>.

WIPERAPP

wiperapp.com info@wiperapp.com



Areas of activity

cybersecurity

Description

WIPERAPP delivers certified, permanent data erasure from all storage devices — HDD, SSD, NVMe, SAS, and mobile (iOS & Android). It complies with NIST 800-88 & IEEE 2883, and is certified to Common Criteria EAL 4+ and ADISA. WIPERAPP enables secure reuse without physical destruction, supporting ITAD, enterprises, and data centers globally.

Wise People

www.wisepeople.pl hello@wisepeople.pl

Wise People

Areas of activity

software development, AI

Description

Wise People is a Polish digital consultancy combining the expertise of a software house and a 360° marketing agency. The company designs and develops websites, mobile and web applications, e-commerce platforms (WooCommerce, PrestaShop, Magento), and custom AI tools. Services include UX audits, discovery workshops, branding, naming, and ongoing IT support. With a holistic approach, Wise People helps businesses transform ideas into scalable digital products and strong brands.

Wizzdev

www.wizzdev.com info@wizzdev.pl



Areas of activity

software development, big data, IoT/M2M, AI, hardware

Description

WizzDev, based in Poznań, Poland, is a technology partner founded in 2018 that delivers complete IoT solutions from concept to final product. Our expertise includes smart building systems, instrument control software and GUI development, custom software, embedded firmware and PCB design, and medical device innovations. We provide advanced cloud services, including AWS IoT Core integration, and offer IoT Project Rescue for urgent cases, ensuring seamless integration of embedded and lab IoT systems.

Workai

<https://workai.com/> hello@workai.com



Areas of activity

software development, big data, AI, cybersecurity, Employee Experience Platforms

Description

Workai is an award-winning, AI-powered platform that makes work easier by improving how companies communicate, share knowledge, educate, and engage employees. Organizations can choose from modules such as intranet, mobile app, e-learning, forms, internal social network, hybrid work management, and analytics – all delivered as a unified experience within a single intuitive solution. With quick setup and no coding required, Workai helps save time, reach every employee, and build a connected, informed, and productive workplace. Trusted by 500,000+ users in companies across various industries.

WorkTrips Sp z o.o.

<https://worktrips.com/> hello@worktrips.com



Areas of activity

Travel Tech

Description

WorkTrips is a comprehensive business travel service. We help companies save time and money spent on this process. You can plan and book your business travels and settle your travel expenses in a matter of minutes with a single tool, without cash! We offer an innovative platform for organizing business trips, MICE trips, automatic expense reporting, 24/7 expert support, assistance in obtaining visas and insurance, ESG support, and carbon footprint reduction. Additionally, we provide access to 2.2 million hotels, 900 airlines, trains, buses, car rentals, and Uber rides.

Xtension

signaturix
by Xtension

<https://xtension.pl/en/>, <https://signaturix.com/en/> biuro@xtension.pl

Areas of activity

software development, fintech, SaaS

Description

Xtension empowers organizations to go fully paperless with innovative, secure, and user-friendly solutions. Signaturix is a versatile e-signature platform supporting all types of signatures, including advanced biometric signing on tablets. Biocertix is our Common Criteria-certified technology that guarantees legal compliance, authenticity, and data protection. Together, they streamline workflows, cut costs, and drive sustainable digital transformation.

Xtrack

<https://xtrack.com/en/> info@xtrack.com



Areas of activity

software development, IoT/M2M, AI, hardware

Description

At XTrack, we provide cutting-edge intelligent field asset management solutions, such as advanced fleet monitoring and VisionAI-based sensor technology. With over 35 years of experience operating in 26 countries, we support the waste management, construction, transportation, and agriculture sectors by combining IoT, telemetry, machine learning, and AI into one platform. Thanks to our fast and flexible deployment, our technology platform can be up and running in as little as six weeks – it is fully cloud-agnostic and hardware-independent, and ready for OEM integration.

Yama Group P.S.A.

www.yamagym.pl kontakt@yamagym.pl



Areas of activity

software development, IoT/M2M, AI

Description

Yama Gym is an emerging chain of private capsule gyms with a strong focus on software development, currently partnering primarily with B2B clients. We provide a dedicated mobile app offering personalized training plans tailored specifically for our modular fitness studios. Our proprietary software seamlessly integrates with each capsule's IoT sensors, access control, and monitoring systems, enabling automated management of gym spaces. In addition to software solutions, we deploy physical gym capsules, creating a unique network of private, unattended fitness studios available 24/7.

YOSI.PL

<https://avocadosoft.pl> biuro@yosi.pl



Areas of activity

software development

Description

AVOCADO Soft – An Innovative Partner in Digital Logistics

AVOCADO Soft is a Polish technology company that drives digital transformation in the logistics industry. Our flagship solution, AVOCADO Packing WMS, is a modern, scalable system for comprehensive warehouse management. It optimizes and automates processes, ensuring full control over goods flow, flawless order picking, and efficient space organization. The system is perfect for distribution, production, and e-commerce warehouses, offering advanced features such as Multi-order Picking and One-Click for order fulfillment.

YouNeedIT

<https://youneedit.co/> marek.byszewski@youneedit.co



Areas of activity

software development, big data, AI

Description

We are technology consultants specializing in sophisticated data ecosystems – from data warehouses to modern data fabric architectures powering AI initiatives. Our expertise spans enterprise software implementation, advanced analytics, and data engineering. We've partnered with organizations across industries to modernize their data infrastructure at scale. Our flagship platform, Querona™, simplifies and accelerates enterprise data operations across BI, Big Data, and AI domains, addressing common pain points from years of real-world implementations.

ZUMA Real-World Assets

zuma-rwa.com info@zuma-rwa.com



Areas of activity

blockchain, fintech

Description

ZUMA Real-World Assets = The Future of Investing

Build a portfolio of proven real estate with us, benefit from property value growth, and earn rental income distributions.

We are democratizing access to top-tier investments by dividing them into smaller shares available to everyone. Everything is secured with blockchain technology and ISO certifications.



42 Warsaw

www.42warsaw.pl contact@42warsaw.pl



Areas of activity

Other, Education

Description

42 Warsaw is a tuition-free, revolutionary coding academy based on a peer-to-peer method, with a 24/7 campus in the heart of Warsaw. Students learn through a hands-on, project-based approach focused on real-world challenges and teamwork. As a result, alongside technical expertise, they develop soft skills such as an adaptive mindset, collaboration, critical and analytical thinking, learning agility, among others. Working in diverse teams, tackling open-ended problems, and navigating ambiguity make them job-ready IT talents and strengthen Poland's ICT sector.

CODE:ME Foundation

www.codeme.pl kontakt@codeme.pl



Areas of activity

software development, AI, cybersecurity, education, tech events and hackathons, networking

Description

CODE:ME Foundation is a programming school offering not only coding skills but also career change opportunities. We help people enter IT or expand competences, combining expert knowledge with community support. In 10 years we trained 5000+ people, many of whom now work at top companies such as Prudential, Ericsson, NFZ, or the University of Gdańsk. Supported by Intel, IBM, Amazon, and Microsoft, we deliver high-quality courses and organize 2000+ IT events, including the NASA Space Apps Challenge and the Quantum hackathon. We also lead Hackerspace Tricity and the largest tech communities in northern Poland. We're part of EDIH

Digital Poland Foundation

digitalpoland.org info@digitalpoland.org

digitalpoland

Areas of activity

AI, AI NGO

Description

The Digital Poland Foundation is a prominent non-profit organisation in Poland dedicated to accelerating digital transformation, fostering innovation, and positioning Poland as a key digital innovation hub both domestically and across Central and Eastern Europe.

Fundacja Fintech Central Poland

<https://fintechcentral.pl/> zarzad@fintechcentral.pl



Areas of activity

fintech

Description

In October 2021, an initiative by the City of Łódź (UMŁ) led to the formation of a community representing the local fintech sector, now operating under the name FinTech Central Poland (FCP).

The main goal of FinTech Central Poland is to foster the exchange of experience, promote solutions developed for the Fintech and BankTech sectors both domestically and internationally, provide mutual support, and build an ecosystem that attracts capital to the city. This initiative also aims to increase interest in Łódź and its resources among investors and partners looking to collaborate with companies based in the region.

Fundacja Mobile Open Society Through Technology (MOST)



<https://fundacjamost.pl/> kontakt@fundacjamost.pl

Areas of activity

big data, AI, fintech

Description

MOST Foundation is a Polish NGO based in Warsaw. MOST is active in the field of high-tech-driven entrepreneurship and education. We provide professional consultancy services in the area of: growth strategy, strategic communication, IP protection, research and technological development, business modelling and sustainable development. We organise networking events, training and mentoring sessions, and evangelise about the importance of cultivating an entrepreneurship culture, improving technologies, and implementing the UN Sustainable Development Goals.

International Outsourcing Institute



www.fioi.org fioi@fioi.org

Areas of activity

VR/AR/XR, AI, cybersecurity, Outsourcing Management Systems – accreditations

Description

We operate in the areas of training, implementation, auditing, consulting, and improving management systems, IT/OT, and IoT systems.

The standards we work with include: ISO 27K, ISO 20K, ISO 42K, SOC2, TISAX, GDPR, NIS2, and many others (for example, ISO: 9K, 14K, 45K, 22301, 50001, FSC, PEFC).

We also implement technical, organizational, and legal solutions, such as those required by GPSR.

We conduct research and development work to optimize outsourcing processes using the latest technologies, including AI.

IT CLUSTER (Zachodniopomorski Klaster ICT)

<https://klaster.it/> biuro@klaster.it

Areas of activity

software development, VR/AR/XR, big data, IoT/M2M, AI, hardware, cybersecurity, blockchain, fintech

Description

We are a non-profit organization dedicated to fostering collaboration between ICT companies, educational institutions, and local government in the West Pomeranian region. The West Pomeranian ICT Cluster supports the growth of the regional IT sector by facilitating knowledge exchange and business networking.

Our members span a range of ICT fields-including software, multimedia, telecommunications, and IT outsourcing-creating strong opportunities for cooperation and innovation. Through regular meetings, training sessions, and conferences, we connect key industry stakeholders.

The National Institute of Telecommunications

www.il-pib.pl oferta@il-pib.pl



Areas of activity

software development, big data, IoT/M2M, AI, hardware, cybersecurity
Telecommunications, Radio Networks, Satellite

Description

The National Institute of Telecommunications – the State Research Institute is a national research and development institution for telecommunications and information technologies. It conducts development work on state telecommunication networks, system and telecommunication device normalization and standardization. It works for the development of society and knowledge-based industry. It offers scientific research and technical support for national institutions.

