



**LODZ
ICT
CLUSTER**

ANNUAL REPORT 2025



prof. Paweł Strumiłło

Chairman of the Board of the Łódź ICT Cluster

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Dear Members of the Łódź ICT Cluster,

I am pleased to present to you the annual report on the Cluster's activities. We have now completed our 13th year of operation, concluding with new experiences and numerous jointly implemented initiatives.

As Chair of the Cluster Council, I would like to express my special thanks to the members of the Steering Committee for their commitment and the time they devote to our Cluster. I extend my special thanks to Grzegorz Trzciński for chairing this body, to the reliable task force chairs: Marta Ostrowska, Adam Włodarczyk, and Bartek Szymański, and to Adam Owczarek for the efficient coordination of the Cluster's initiatives.

Although the past year was full of economic turbulence, which continues to be felt in Europe, we actively undertook a number of activities to support the Łódź ICT industry and our cluster members. We represent a huge potential organization employing over 20,000 employees. We strive to create the best possible conditions for the development of the Łódź ICT industry, particularly in the context of the dynamic development of artificial intelligence.

Responding to the needs of participants, in 2025 we created and financed the "Skill Set Academy" within the cluster, which aims to improve the competencies of employees employed in cluster entities - in the areas of Gen AI for programmers, tax regulations (PwC) and HR regulations (Raczkowski Law Firm).

We can only achieve the Cluster's mission together through concerted and intensive cooperation between businesses, city and regional authorities, and universities. The past year allows us to look optimistically at the prospects for this cooperation, especially due to the Ministry of Digital Affairs' inclusion of Łódź among Poland's leading centers in AI.

Let's leverage our potential together for the economic success of companies associated with the Cluster, shaping the image of Łódź as a modern city offering attractive study programs and jobs for IT talent!

We invite all companies in our Cluster to cooperate more closely with the Steering Committee and propose new cluster initiatives.

I wish you a successful 2026!

Steering Committee during its term of office 2025-2026

The Steering Committee, meeting regularly in 2025, provided substantive support for ongoing management processes and strengthened the coordination of cluster initiatives in various areas: education, promotion, and business cooperation. Attendance at committee meetings is open to cluster participants, and the meeting calendar can be found at www.ictcluster.pl.



prof. Paweł Strumiłło

(Łódź University of Technology)

Chairman of the Board of the Łódź ICT Cluster



Adam Włodarczyk (Commerzbank)

Chairman of the
Education Task Force



Marta Ostrowska (Media4U)

Chairman of the
Promotional Task Force



Bartek Szymański (Idemia)

Chairman of the Task Force
for Business Cooperation



Milena Szymańska
(Transition Technologies PSC)
Cluster Steering Committee



prof. Małgorzata Wrzesień
(University of Łódź)
Cluster Steering Committee



Adam Owczarek
(Łódź University of Technology)
Cluster's Manager
Cluster Steering Committee

Cluster's meetings in 2025

2 meetings

Cluster Board



10 meetings

Cluster Steering Committee



13 meetings

Promotional Task Force

Meetings every other Friday at 2:00 PM
online or in person



4 meetings

Task Force for Business Cooperation

Meetings online or in person



8 meetings

Coffee Talks about HR and Management

Meetings once a month at the cluster's
participants' offices

Digital Urban Regeneration Congress

April 9-10, 2025

Once again, Łódź had the pleasure of hosting the "International Congress on Digital Regeneration of Cities" – an event dedicated to the sustainable digital development of cities, not only in the context of the use of the latest technologies and digital tools, but also the social and cultural transformations associated with the technological revolution. Nearly 150 speakers addressed the strategic regeneration, climate, energy, and cultural challenges facing Polish cities in the area of digitalization.

The cluster co-organized three discussion panels with the participation of our members and student research groups from Lodz University of Technology:

- Smart City Technologies from the perspective of benefits for residents,
- The Transformation of the Promised Land: Łódź then and now, in the era of digital regeneration,
- Panta Rhei – Everything flows, and we measure it.



ML Community Meetup

May 31 2025

The meeting was held as part of the 10th anniversary celebrations of the Center for Information Technology at Lodz University of Technology. During the meeting, participants from across Poland, members of the ML Community, discussed current issues in machine learning and artificial intelligence. The presentations combined practical applications of machine learning with reflections on its future, and the diversity of topics - from law to medicine to business - demonstrated the scale of AI's impact. The meeting was accompanied by networking sessions that fostered the exchange of experiences and fostered collaboration. The event's open nature and inclusive nature reinforce the idea of building a local ML community.



IT Women PowerUP Day

May 29, 2025

The Łódź ICT Cluster organized the first cluster meetup, "IT Women Power Up Day." Created by girls for girls, the event brought together representatives of the IT, science, and business worlds to discuss the role of women in the technology industry. The meeting took place at the Co\Walk Hub coworking space at OFF Piotrkowska and addressed the need to create spaces for professional development and visibility for women in the modern technology sector.

The meeting was attended by both industry professionals and representatives of the scientific community. The diversity of experiences and perspectives made the discussions practical yet inspiring – regardless of the participants' career stage.

Events like "IT Women Power Up Day" are important not only for women in the industry but also for the entire IT sector. Diversity isn't a fad – it's a necessity if we want to create technologies that meet the needs of society as a whole. It's crucial that women can share experiences, learn from each other, and strengthen their professional positions.



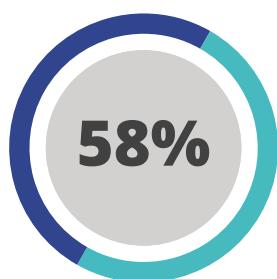
Join IT in Łódź - IT connects generations

In this year's sixth edition of "Join IT in Łódź," this time under the slogan "IT connects generations," we showed that Łódź is a city of high technology with excellent universities and IT companies, and that working in this industry is for everyone – both younger and more experienced individuals.

The "Join IT in Łódź" series annually showcases the stories of selected employees from companies and universities within the cluster. Short clips are produced by experienced journalists, and the event culminates in a press conference with the participants, cluster participants, and local government representatives.

We believe that age diversity is key to building strong and creative teams. We want to show how different generations inspire and learn from each other. It's not contrast, but collaboration that constitutes the strength of modern enterprises.

- 6 edition of Join IT in Łódź campaign
- 9 films in this year's campaign
- 16 characters showed their story



Average video
viewership %
per campaign



Total video views
in the campaign



Total reach of
the promotional
campaign



ABB

accenture

COMARCH

COMMERZBANK 

ERICSSON 

HITACHI

MakoLab

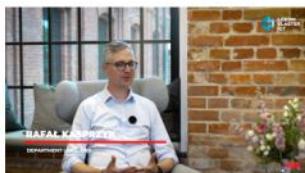


Politechnika Łódzka

TRANSITION
TECHNOLOGIES

Join IT in Łódź - IT connects generations

September 15, 2025



Łódź among the leading AI centers in Poland

October 7, 2025



Łódź, dnia 1 lipca 2025 r.

Stanowisko Łódzkiego Klastra ICT i Miasta Łódź
w ramach konsultacji publicznych projektu pt.
Polityka rozwoju sztucznej inteligencji w Polsce do 2030 r.

Łódzki Klaster ICT oraz Miasto Łódź z uznaniem przyjmują projekt dokumentu „Polityka rozwoju sztucznej inteligencji w Polsce do 2030 r.” opracowany przez Ministerstwo Cyfryzacji. Doceniamy jego kompleksowe ujęcie kluczowych zagadnień takich jak etyka, edukacja, infrastruktura czy rola sektora publicznego, które stanowią solidny fundament dla dalszego rozwoju polityki rozwoju sztucznej inteligencji w Polsce.

Nasze instytucje, reprezentujące środowisko naukowe, innowacyjny biznes oraz aktywną administrację, od lat konsekwentnie wspierają rozwój ekosystemu cyfrowego w regionie łódzkim. Działamy w oparciu o ściśłą współpracę łódzkich uczelni wyższych, samorządu, sektora MŚP oraz globalnych przedsiębiorstw z branży ICT zlokalizowanych w Łodzi i regionie, wspólnie tworząc przyjazne warunki do wdrażania nowoczesnych technologii.

Z perspektywy regionalnych interesariuszy dostrzegamy potrzebę doprecyzowania dokumentu Strategii, w szczególności w zakresie uznania roli silnych ośrodków IT – dysponujących zarówno znaczącym potencjałem akademickim, jak i rozwiniętym zapleczem przemysłowym. Do takich ośrodków bez wątpienia należy Łódź – miasto, w którym dokonała się dynamiczna transformacja technologiczna od miasta o ugruntowanej pozycji akademickiej, nowoczesnej infrastrukturze badawczej, siedzibami firm deep-tech oraz dynamicznie rozwijającym się innowacyjnym środowisku startupowym. Ostatego uważamy, że nasze Miasto powinno znaleźć się w gronie ośrodków rozwijających sztuczną inteligencję w Polsce.

Zywimy nadzieję, że pełne wykorzystanie potencjału takich centrów kompetencji cyfrowych jak Łódź przyczyni się do silnego wzmacniania krajowego ekosystemu AI i zapewni skuteczną, zrównoważoną realizację założeń strategii – zarówno na poziomie krajowym, jak i regionalnym.

W uzupełnieniu powyższego stanowiska przekazaliśmy zestaw uwag szczegółowych, zgłoszonych przez członków Łódzkiego Klastra ICT – przedstawicieli przedsiębiorstw oraz środowiska akademickiego z łódzkich uczelni.

Przewodniczący Łódzkiego Klastra ICT

prof. Paweł Strumillo

Wiceprezydent Miasta Łodzi

Małgorzata Moskwa-Wodnicka

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Urząd Miasta Łodzi
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90-926 Łódź e-mail:
lckm@um.lodz.pl

As part of its consultations on the "Artificial Intelligence Development Policy in Poland until 2030," the Cluster, together with the Łódź authorities, submitted a request to the Ministry of Digital Affairs to amend the document to reflect the potential of the Łódź ecosystem in the area of artificial intelligence.

In the next phase, a series of meetings were held and coordinated and effective actions were taken, including the Cluster's collection of dozens of real-world examples of AI solutions designed and implemented by Łódź-based companies. These materials, supplemented by projects implemented by Łódź universities, clearly confirmed the city's potential in the field of artificial intelligence.

Thanks to the joint efforts of the Łódź City Hall, the Cluster, and Łódź universities, Łódź was included among the leading centers for the development of artificial intelligence in Poland. Finally, Deputy Prime Minister and Minister of Digital Affairs Krzysztof Gawkowski and the Mayor of Łódź Hanna Zdanowska signed a document regarding the future implementation of the Polish AI PLLuM model at Łódź City Hall.



Academic Job Fair

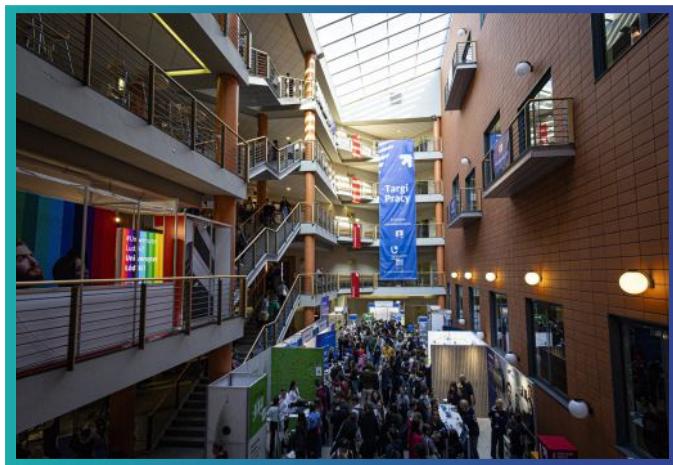
April 10, 2025

University Job Fair

October 23, 2025

Each year, cluster participants have the opportunity to take advantage of a 10% discount on booth space at both the Academic Job Fair organized by Lodz University of Technology in the Expo Hall and the University Job Fair at the University of Lodz. In 2025, the booths of Lodz ICT Cluster participants at both events once again received special signage, both on the exhibition stands and in trade fair materials, such as maps and catalogs.

This year, both events were visited by over 20,000 job seekers, including those in the IT sector in Lodz. Ten cluster companies participated in the ATP, and five companies exhibited at the University of Lodz Job Fair.



Lodz IT Days 2025



LODZ IT
DAYS
2025

NOVEMBER 4-6, 2025



Lodz University of Technology

NOVEMBER 4, 2025



NOVEMBER 5, 2025



SAN UNIVERSITY

NOVEMBER 6, 2025

Lodz IT Days 2025

November 4-6, 2025



Lodz IT Days 2025

Oxford debate

As part of Lodz IT Days 2025, the Oxford-style debate "Does Artificial Intelligence Pose More Opportunities Than Threats?" was held at the Lodz University of Technology. The debate pitted the Technical School of Administration and Services in Lodz against the Technical School of Automation and Robotics in Lodz. Participants debated the rapid development of AI and the technology's impact on the modern world in the context of opportunities and threats to humanity.



"Appetite for Studying" Competition

As part of Lodz IT Days 2025, Klaster, in collaboration with Invest in Łódź, organized a competition for high school students. Student teams were tasked with creating an app concept to encourage students to study in Łódź. The main goal of the competition was to promote Łódź as an academic city and develop the creativity and presentation skills of young people.

A total of 13 student teams participated in the competition, and the results were announced during the opening ceremony of the second day of the Łódź IT Days at the University of Łódź. The best concept was awarded to the StudyLodz project by the team from the Electronics School Complex in Zduńska Wola.



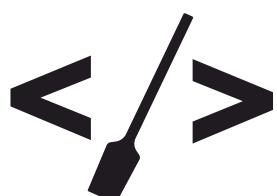
Lodz IT Days 2025

Lodz Programmer of the Year

"Łódź Programmer of the Year" is a competition organized by the Łódź ICT Cluster, aimed at identifying and rewarding outstanding programmers from Łódź. The competition was held as part of the opening of the Łódź ICT 2025.

The competition is open to students from Łódź universities. Annually, prizes are awarded in the [Student] category to students with the highest grade point average in programming-related subjects, as determined by the deans of faculties at the Łódź University of Technology, the University of Łódź, and the University of Science and Technology.

Prizes of PLN 5,000 were awarded to students from the Łódź University of Technology, the University of Łódź, and the University of Social Sciences. An additional PLN 2,500 scholarship was also awarded to a student from the Administrative and Service Technical School in Łódź.



ŁÓDŹ
PROGRAMMER
OF THE YEAR

Skill Set Academy

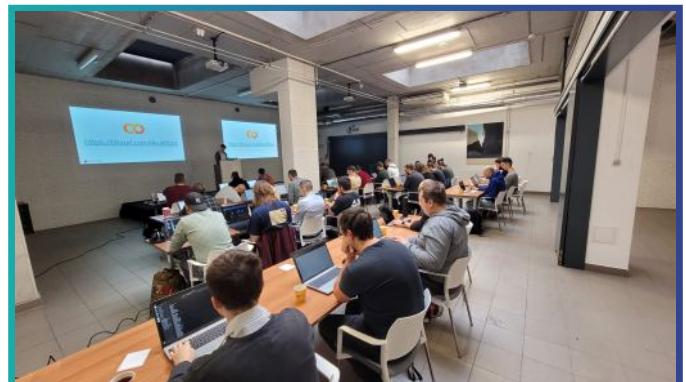
"GEN AI Basics in Practice"

October 28, 2025

Last year, the first specialized training session on the basics of GEN AI took place, aimed at programmers, managers, and specialists from Cluster companies. The training was led by experts in data science and machine learning. Topics covered: working with prompts, Pydantic, reviewing and creating LLM agents, and RAG systems. The average rating for the first session in the post-workshop survey was 4.6/5. The training was free for cluster members.

This training is very useful. It systematizes basic knowledge about Gen AI and provides a good starting point for further development in AI.

A great start that opens your eyes to the possibilities of using AI in your product and beyond!



Webinar „PIP vs B2B”

December 11, 2025

Organized in response to the needs of cluster participants, this training addressed the potential risks of reclassifying B2B contracts as employment contracts in the context of planned amendments to the Act on the National Labor Inspectorate ("NIP"), with particular emphasis on the IT industry. The training was led by the renowned Raczkowski Law Firm, a renowned labor law firm recognized numerous times in rankings.



Cluster Communication in Numbers

Within the cluster, communication takes place across all possible channels, primarily electronically. The cluster has a regularly updated website, active profiles on Facebook, LinkedIn, and YouTube, and utilizes modern communication tools such as newsletters. Newsletters (informing about the successes and projects of our members, among other things) are sent to subscribers from companies, universities, and local governments, as well as separately to IT students.

- www.ictcluster.pl webpage
- Profiles: Facebook, LinkedIn
- Newsletters: professional, student
- YouTube channel

Social media and www in numbers

251 708

Facebook

Reach of posts on the cluster's Facebook profile in 2025

1 626 226

Facebook + Google

The total reach of the promotional campaign of the Łódź IT Days 2025

3 554 761

Facebook + Google

The total reach of the Join IT in Łódź promotional campaign - IT connects

66 174

www.ictcluster.pl

Unique visitors to the website www.ictcluster.pl

126 590

LinkedIn

Publication views on the cluster's LinkedIn profile

2629

LinkedIn

Unique responses to posts on the cluster's LinkedIn profile

416 000

Youtube

Video views on the cluster's YouTube channel in 2025

5 030

Hours

Watching time (in hours) of videos on the cluster's YouTube channel in 2025

Cluster's newsletters

11

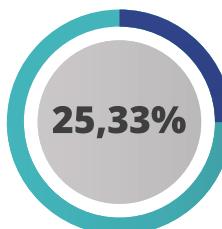
Newsletters

Newsletter issues sent to subscribers in 2025

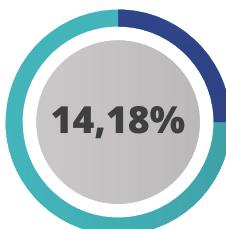
3351

IT Students in TUL

Student newsletter recipients from the WEEIA and FTIMS Faculties of Łódź University of Technology



Newsletter open rate in 2025



Link click rate in newsletters in 2025

Cluster as organizer/partner of industry and business events in 2025

In 2025, the Cluster also organized or partnered with a number of industry and business events:

- Polish stand at Viva Technology Paris 2025 (June)
- Competition for the best employer in the cluster as part of the competition for the best employer according to students of the Lodz University of Technology (June)
- Commerzbank TechConnect (September)
- Meeting with PwC regarding tax relief (September)
- SheEnergy 2025 Conference (October)
- Re/think Digital Fest (October)
- Regional Smart Specialization Forum (October)

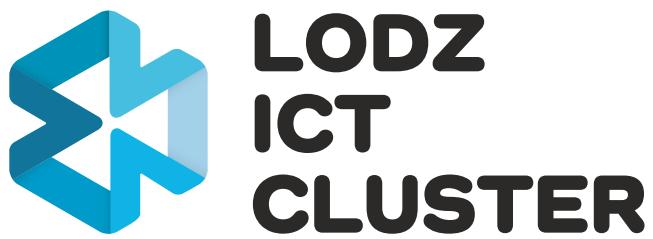


CLUSTER 2025 PARTICIPANTS



Lodz University of Technology





Thank you for being with us

Contact



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