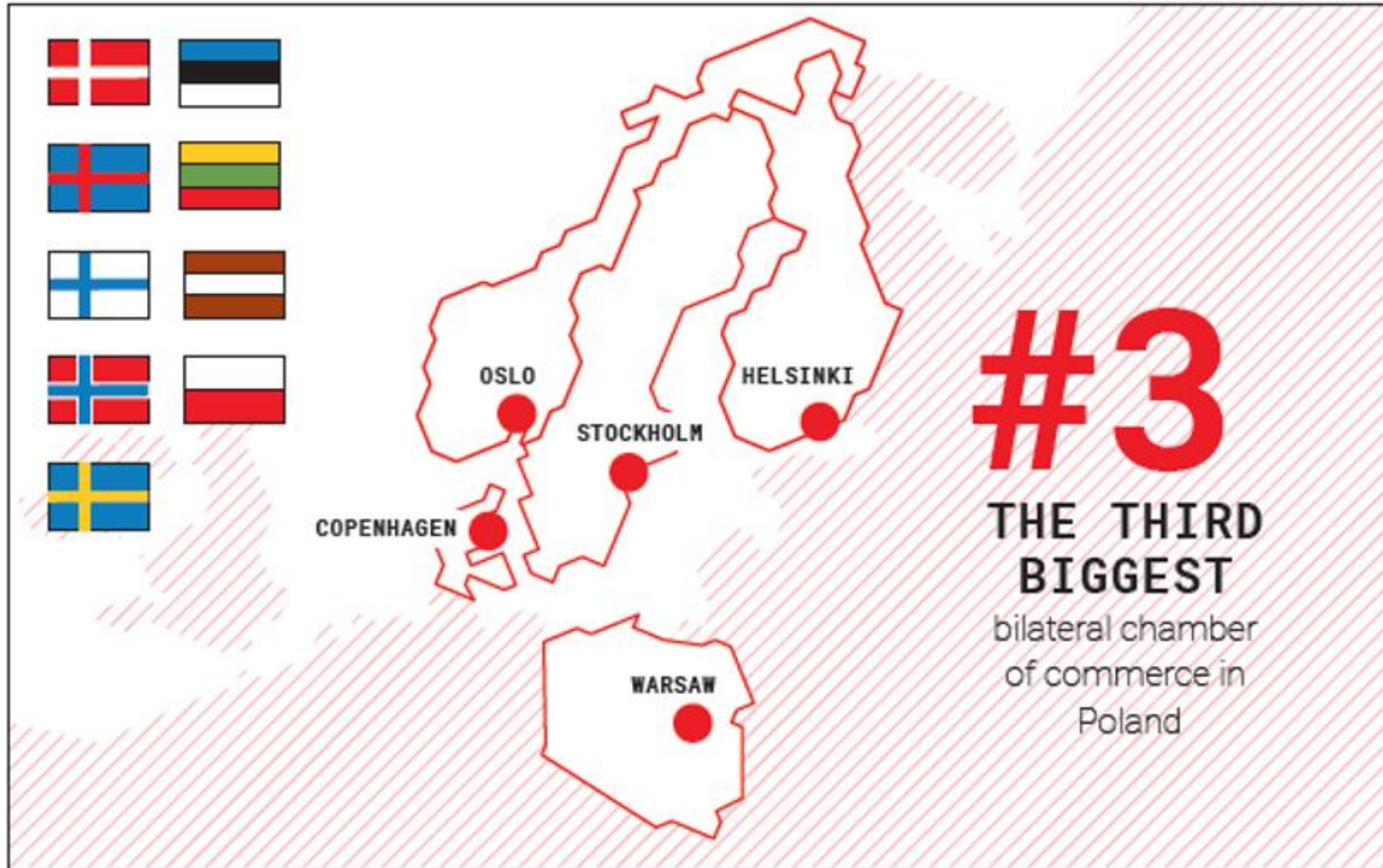


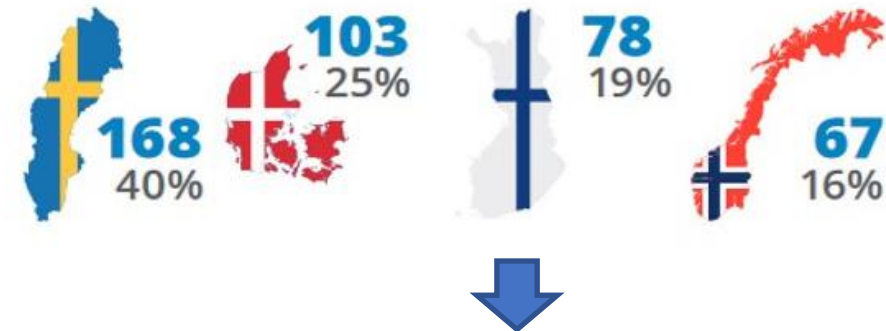
SPCC today – one of the most active chambers in Poland



400

Close to 400 Members representing the most important economy sectors

4 national sections



Finnish Trade Guild FT
SCANDINAVIAN - POLISH CHAMBER OF COMMERCE G



BUSINESS SUPPORT

SPCC business support services

- ✓ Business network, platform and #1 Scandinavian community in Poland
- ✓ Initiating and supporting a dialogue between the Polish governmental institutions, local, regional authorities and SPCC Members.
- ✓ Expanding further cooperation with the Nordic Embassies, Baltic Embassies and Trade Councils.
- ✓ Providing information about the Polish market and the Nordic investments in Poland.
- ✓ Developing cooperation with other business organizations and bilateral chambers of commerce
- ✓ Sales support newsletters, SPCC connect, expert support program etc.





EVENTS

SPCC offers high quality webinars and events in new formats:

- Leaders and Influencers Talks
- Economic updates
- B2G Meetings
- Regional online debates with local authorities
- Online Speed Business Meetings
- SPCC Businesswomen Network
- Thematic debates & seminars: HR challenges, Legal, Tax changes
- SPCC Academy, Nordic Intro
- National Section Events

Finnish Trade Guild

Finnish Trade Guild – Suomalainen Kauppakilta

- A national section of SPCC
- Over 70 members, from Poland, Finland and Estonia
- Own board, budget and annual agenda
- **Chairman: Marcin Bruszewski / Fortum**

Main events:

- Summer picnic (annually ca. 300 participants)
- Crayfish party; Independence day
- Business breakfasts in cooperation with Embassy of Finland
- Other events, such as sport and culture (Nordic Walking)





**Remote recruitment
and Market entry
services in Poland**

HOTEL METROPOL



Why Poland?

Biggest domestic market in CEE – 38m people. Same size than Baltics, Czechia, Slovakia, Hungary and Bulgaria alltogether

27 years of GDP growth behind before the pandemia. Poland has been catching up and is today a modern economy (and less price sensitive).

Strengths: a) strong domestic demand b) flexible labor market
c) Strong export sector d) location e) own currency

Weaknesses: a) low unemployment = challenging labor market
b) political turbulence c) inflation too high d) tough competition

Poland is Europe's growth engine (McKinsey). One of the few EU countries to exceed 2019 GDP levels this year.



Few figures



Annual growth in salaries last years



Current inflation level



Average salary, in euros



Unemployment in Wielkopolska

Finnish businesses in Poland

Big ones – Nokia (over 6000 employees), Nordea (almost 4000), Stora Enso, Kone, Fiskars, Huhtamaki, Tikkurila, Teknos, PKC, Scanfil, SSAB (Ruukki)...

IT sector – Tieto, Siili, Etteplan, F-secure, Bilot, Nordcloud, Solteq, Eficode, Unikie...

SMEs, production – FSP, Hydroline, Stalatube, Stofix, Koskisen, Miilux, Heatmasters, Darekon, Axobar, Scanclimber..

Retail, consumer – Valio, Raisio (benecol, elovena..), Moilas, xylitol, Finlandia Vodka, Polar, Suunto...

Alltogether there are apprx. 500 Finnish companies doing business in Poland.

Apprx 70 has production and over 200 sales partner(s).

Dziękuję!

tuomas@spondeo.fi

+48 514 615 048

spondeo  Business.
Opportunity.
Poland.

Ecovis Legal Poland® Multan Prus & Partners Law and Tax Firm

BASIC LEGAL INFORMATION ON DOING BUSINESS IN POLAND

Warsaw, 19 May 2021



BASIC LEGAL INFORMATION



1. Setting up a business in Poland



3. Taxation



2. Employment matters



4. Support for new investments



SETTING UP A BUSINESS IN POLAND

SETTING UP A BUSINESS IN POLAND

Choice of proper legal vehicle



•Branch of foreign company



•Subsidiary

Branch of foreign company	Subsidiary
✓ No need for initial/share capital	✓ Most popular form limited liability company (spółka z o.o.)
✓ Full liability of foreign company	✓ Similar to: OY (Finland), private AB (Sweden), ApS (Denmark) or AS (Norway)
	✓ No capital/nationality restrictions
	✓ Shareholders Meeting
	✓ Management Board
	✓ Supervisory Board (optional)

Subsidiary

- ❖ We do not have in Polish legal system Managing Director as a corporate function; can be introduced as the name of position in the organization only
- ❖ The whole Management Board is responsible for activities of the company
- ❖ The Management Board represents company and manages the company in all aspects
- ❖ The representation rights can be joint (two or more members) or individual (one)
- ❖ Shareholders are not responsible for limited liability company debts
- ❖ Managers can be responsible (management board and proxies) if they breach rules regarding insolvency (late motion for insolvency)

Subsidiary

- ❖ Share capital – at least 5000 PLN (approx. 1100 Euro)
- ❖ Company can be established by attorney
- ❖ Sole shareholder companies are generally allowed
- ❖ Bank account opening and Ultimate Beneficiary Owner revealing in public register
- ❖ Court and tax registration



LABOUR LAW

LABOUR LAW

Three separate types of contracts

Trial period labor contract

- Three months maximum

Fixed term labor contract

- The maximum aggregate term of employment under such contract is 33 months
- Termination does not require specifying the reasons

Undefined period labor contract

- Termination requires specifying the reasons
- Termination periods are: 2 weeks for employees employed for shorter than 6 months, one month for employees employed for at least 6 months and 3 months for those employed for at least three years

Other labor matters

- In Poland we do not have collective agreements (with exception of mining or energy sectors)
- In case of group layoffs (more than 10% of staff) the maximum severance payment resulting from law is 300% of monthly salary (but before two years of employment it is 100% of monthly salary)
- Compensations to employees resulting from unlawful termination are subject to statutory limitation of 300% of salary
- Trade unions – limited role, only in the largest companies have influence on employers

Intellectual property rights in employment

- ✓ Under industrial property law, an employer is entitled to a patent for an invention made by an employee, but only if the invention arose out of the employee's performance of duties under the employment relationship.
- ✓ The employer is not entitled to such a right if the employee made the invention in the course of his work, but outside the scope of his assigned duties.
- ✓ If the employer derives an economic benefit from the invention used in the enterprise, the employee is entitled to an additional payment in addition to the salary from the employment relationship.
- ✓ In order for the employer to acquire a work created by the employee, an express acceptance by the employer of such work is required.

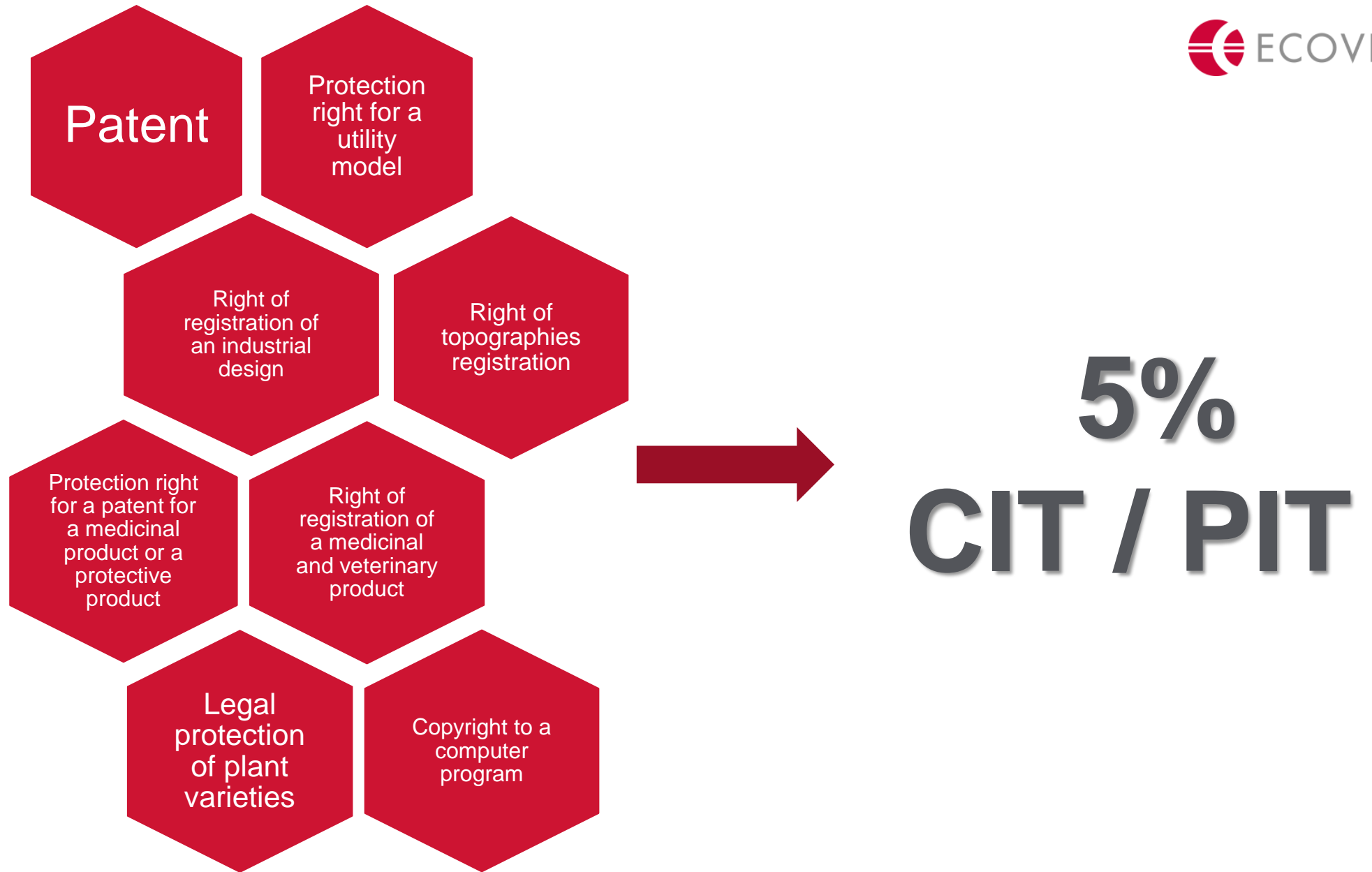
A non-compete restriction

Non competition
following termination of
employment requires
compensation equal to
at least 25% of salary



Shall be considered for
key employees





R&D tax relief

The relief gives right to deduct from the tax base the costs incurred for activities already classified as tax deductible costs - i.e. qualified costs.

It is aimed for all taxpayers who run a business in Poland, are subject to income tax and introduce new products or improve existing versions of their business without creating new technology.

R&D activity areas:

Research and development activities involving scientific research or development work.

Scientific research - basic research and application.

Development work - acquiring, combining, shaping and using currently available knowledge and skills.

Entrepreneur	100% of eligible costs
Research and development centers	150% of eligible costs



Support for new investments

Support for new investments

Minimal level of investment depends of unemployment level in area where investment is located:

- **100.000.000 PLN** is required in lowest unemployment areas
- **10.000.000 PLN** is required in highest unemployment areas

As defined in Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty, the following assessment criteria have been used to define the size of enterprises:

- **number of employees,**
- **turnover,**
- **balance sheet total,**
- **independence**

The minimal level of investment is lowered

- **by 80% for R&D and modern business services**
- **by 98% for micro-enterprises**
- **by 95% for small enterprises**
- **by 80% for medium enterprises**

Support for new investments

The eligible costs are:
costs of fixed assets,
purchase of real estate or
lease rent, IP rights costs

The maximum level of
support depends on the
unemployment level and
varies from 20% to 50% of
eligible costs

The level of support can be
also calculated using
employment costs (new
employees) for two years

Manner of granting support -
tax relief (Corporate Income
Tax)

Your contact

PIOTR PRUŚ

Piotr Pruś is an attorney-at-law and managing partner of ECOVIS LEGAL POLAND Multan Pruś & Partners Law Firm.

Mr Pruś has focused his practice on the commercial law, supporting clients in corporate development work as well as preparing and negotiating commercial contracts. He assisted in numerous foreign investments in Poland. The projects included greenfield investments, mergers & acquisitions and joint-ventures.

Mr Pruś is also chairman of the Supervisory Board of Miilux Poland, Polish subsidiary of Miilux Oy. Works in English.

EMAIL : piotr.prus@ecovis.pl

Tel.: +48 691 409 091



Kiitos!

**Ecovis Legal Poland
Multan Pruś & Partners Law and Tax Firm
9A Belwederska St., IV Floor,
00-761 Warsaw, Poland
+48 22 4004585
www.ecovis.com**



BOOK-KEEPING AND TAXES IN POLAND

BILANS LICENSED TAX ADVISORS' OFFICE

www.bilans.poznan.pl



What taxes do companies pay in Poland?

- CIT

- at 9% up to 2 mln EUR in revenue or
- at 19% for revenue in excess of 2 mln EUR

- VAT

- The basic VAT rate is 23%
- Cross-border transactions are zero-rated

What to consider when hiring people in Poland?

■ PIT

- Tax brackets 17% and 32%

■ SOCIAL SECURITY CONTRIBUTIONS

- paid both by an employer (ca. 14% of a gross salary) and employee on a monthly basis (ca. 20-22% of a gross salary)

How much does it cost to hire people in Poland?

- In Poland, social security consists of:
 - pension insurance;
 - disability insurance;
 - accident insurance;
 - labor fund;
 - sickness insurance;
 - health insurance.

Social insurance is **mandatory** for employment contracts.

How much does it cost to hire people in Poland?

- Average salary in 2021 is ca. 5700 PLN (1260 EUR)
- Total employment cost is ca. 7000 PLN (1545 EUR)
- Net pay ca. 4100 PLN (911 EUR)

Special cases to consider

- Tax residency issues
- Poland-specific Labor Code regulations
- Participation in more than 1 social security system in the EU

Can foreign companies hire people in Poland without moving operations?

- Agreement with an employee about transfer of employer's obligations

Book-keeping and taxes in Poland

Thank you for your attention!



LICENSED TAX ADVISORS' OFFICE

www.bilans.poznan.pl



geobear

Geobear Poland Growth Story

About Geobear

- We are a global leader in providing non-disruptive solutions for foundation and infrastructure settlement and subsidence problems
- We have innovated and developed the raw materials and solutions used globally for geopolymer injection
- We have close to 40 years of experience with over 200,000 completed projects
- 126 team members
- Current offices

London
St.Helens
Banbury
Stockholm
Vantaa
Shanghai
Warsaw
Tallinn
California

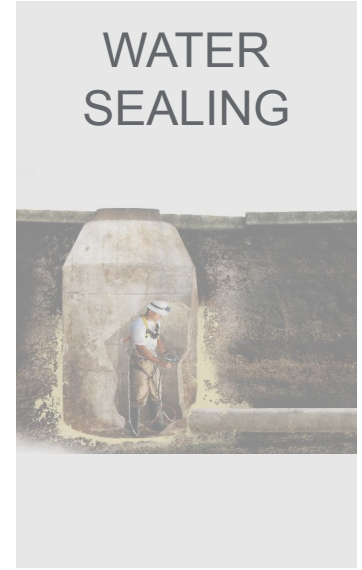
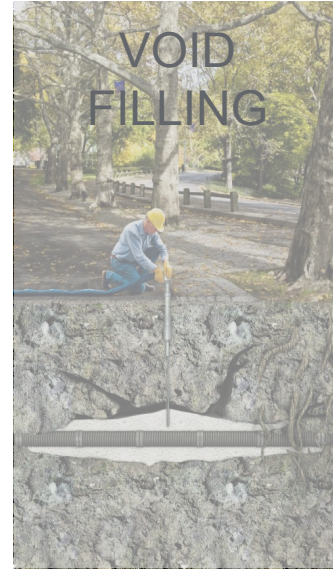
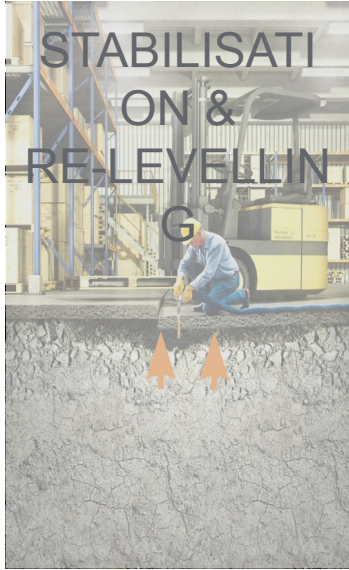


Our history

- 1983 Sokos Market Kaleva injection - invention of releveling
- 1987 Name change to Uretek, end of contracting in Finland
- 1987 Licensee in Sweden
- 1989 Licensee in USA
- 1996 Ground improvement technology invention
- 2000s Growth in Australia, USA, Italy, France through licensing
- 2006 PowerPile invented
- 2009 Re-Start of contracting in Finland
- 2012 Acquisition of UK contracting operations
- 2013 Acquisition of Swedish contracting operations
- 2013 Russia License
- 2014 Greenfield China operations, Kaleva market treated again
- 2015 JV Baltic operations,
- 2016 **Greenfield Poland operations**
- 12/2017 Uretek becomes Geobear
- 2018 Record net sales, First large scale infra contract
- 2019 Organic growth continued
- 2021 Greenfield California operations



Our solutions



Geobear solutions across every sector

Infrastructure, public buildings and structures



Railroads



Ports



Airports



Bridges



Roads



Museums & Palaces



Hospitals & Service Centres



Dams & Embankments



Churches



Historic Structures

Commercial & industrial



Logistic Centres



Wind farms



Pipelines



Warehouses



Stores & Markets



Mines

Residential



Houses



Pools etc.



Apartment Complexes

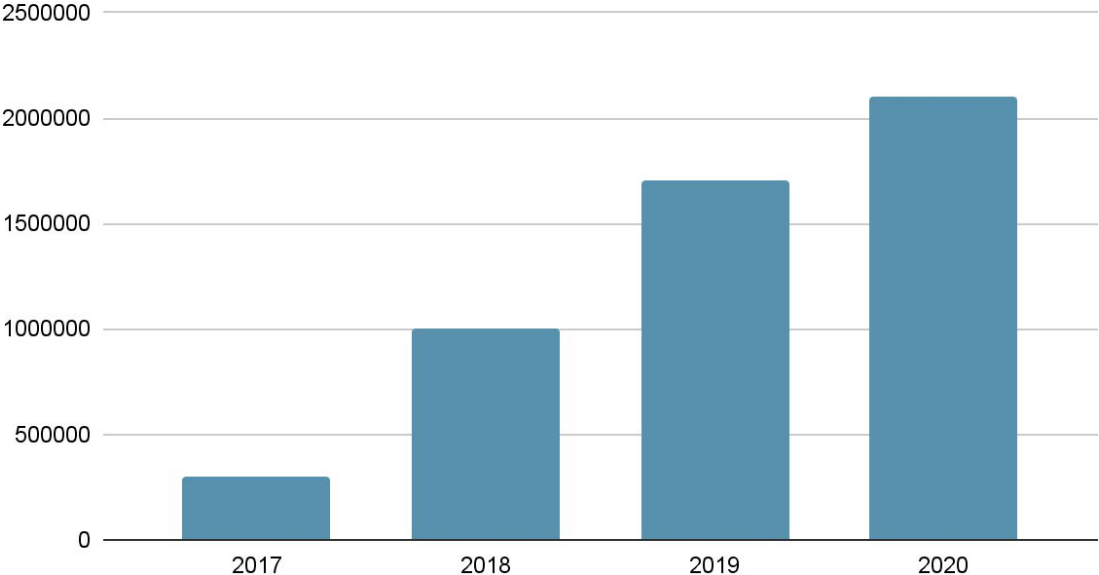
Poland

- Timeline

- 2H 2016, hired one salesperson in Poland
- 2H 2016, website live in polish language, hired 2 technicians
- Outsourced, Legal, Engineering, Accounting , Hiring
- Since B2C was the biggest customer base, strong investment in digital marketing with all social media presence
- Closed 2017 with revenues of 320K EUR
- 1H 2018, hired more sales, marketing and operations competence locally
- 2H 2018, did recruiting based on geography to cover key regions in Poland, with sales team located in warsaw, poznan, wroclaw and krakow
- Closed 2018 with revenues of 1M EUR
- 2019, hired marketing manager and string focus to grow commercial segment with commercial sales hiring
- 1H 2020, created local management team for sales, operations, SHEQ, marketing and engineering (inhouse)

Revenue by Year

Revenue in thousand euros



Thank you.