CEOWORLD Magazine

TOP BUSINESS GUIDE POLAND

Investor's Guidebook to Poland

Invest in Poland

POLISH INFORMATION AND FOREIGN INVESTMENT AGENCY

POLISH ECONOMY • CITIES • REGIONS • REAL ESTATE
CONSTRUCTION • FINANCE • TAXATION • IT
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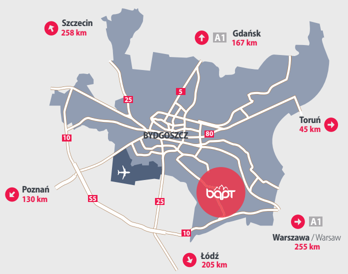

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year	2007	2008	2009	2010	2011	2012
Surface of objects in BPPT [thousands of m2]		18	22	34	46	130
Value of investment outlays in BPPT [million PLN]		39	48	62	86,4	275
Number of employees in the BPPT	202	213	435	548	744	1169
the number of companies operating in the BPPT	30	39	44	41	41	51

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Interview

with Mr. Janusz Piechociński

Mr. Janusz Piechociński
Deputy Prime Minister, Minister of Economy of the Republic of Poland

Economic forecasts for Poland for 2013 do not look optimistic. The threat of recession is hanging over the first half of the year and economic growth may not exceed 1 percent for the year as a whole. Is it high time to announce the end of the "Green Isle" myth?

As the experience of the preceding years shows, the Polish economy has a great economic potential when compared to other European Union countries. Its foundations are exceptionally resistant to the influence of such extremely negative external factors as global recession.

At this precise moment, it is difficult to anticipate the scale of the national economy's growth rate in the first half of the year. However, I am of the opinion that the recession scenario is very unlikely.

The growth rate forecasts for our economy are also positively assessed by outside observers. With the moderate forecasts for the whole UE being 0.3 percent for the year as a whole, the economic growth rate forecasts for Poland are considerably better and oscillate between 1.5 and 2.1 percent of GDP. According to foreign analysts, this is due among other things to fiscal consolidation and state support given to investors.

What tasks do you hope to accomplish as the Minister of Economy in this relatively difficult economic period? What precise objectives do you intend to pursue in the present tenure?

At present my work focuses on trying to maintain a good position as a country attractive to foreign investors. Prolonging the operation of the Special Economic Zones by 6 years, i.e. until 2026, may turn out to be a key factor in this matter. I am also of the opinion that it is essential to develop new rules for granting subsidies in the government's Programme Supporting Investments of Greater Importance to the Polish Economy for 2011-2020. It would be strategically useful to increase subsidies for business owners, potentially creating many new workplaces, in order to encourage big consortia to launch their business activity in our country. We are going to support innovative and ambitious solutions.

What are the most important challenges currently facing the Ministry of Economy as far as Polish energy policy is concerned? Is 2013 going to bring essential solutions within the shale gas sector, which has recently dominated the discussion on energy policy?

We have only recently started modernizing the Polish energy policy. Among other things it includes ideas for utilizing gas from unconventional resources, dealing with climate challenges, creating a common energy market within the European Union and on contributions from the European funds from the new financial perspective 2014-2020. We are also going to modernize the coal-based power industry, as well as reduce the energy consumption of Polish industry.

We are fully aware of the importance that the commencement of mass shale gas excavation may have for Poland. As the example of the United States shows, positive effects of the so-called shale gas revolution are reflected in the increasing competitiveness of the economy, the improvement of power industry safety, the complete independence from the necessity to import this raw material, as well as in the creation of many new jobs.

The near future is going to be groundbreaking for the shale gas excavation sector. We are working on new regulations that which include the licence-related system and state involvement in the excavation projects. We are certain that the regulations proposed by the state will create an amicable and stable business environment for investors who are already engaged in the search for shale gas in Poland.

What stand do you take on introducing the common European currency in Poland? When should it take place?

Entering the EU obligated us to adopt a common currency, but the actual implementation date was not stipulated. Joining the Economic and Monetary Union (EMU) would give us many benefits, such as reduced transactional costs and exchange rate risk. This, in turn, would lead to reduced operating costs paid by business owners, which would be an incentive for domestic and foreign investors to locate their projects in Poland.

However, we should not forget about the potential risks connected with our entering the EMU. They include the possibility of losing the competitiveness of the Polish economy in the event that the European Central Bank's monetary policy turns out to be procyclical, which means that it would be adjusted to the real predispositions of our economy. Countries such as Portugal, Spain and Greece had to face this problem.

Finally, we also have to bear in mind that our readiness to enter the Eurozone is assessed by means of objective criteria, i.e. via the criteria from Maastricht. According to the latest data, in December 2012 Poland did not meet any of them, i.e. the interest rates, the price stability or the fiscal criterion. What we want is to be a stable country within the Eurozone.

Is it your belief that direct foreign investments may be a key factor giving support to the Polish economy? Do you intend to attract such investments from big international consortia? Especially within the automotive industry, the sector where Poland has lately been suffering from severe effects of the economic crisis?

Advancing investments guarantee dynamic economic growth, which, in turn, enables us to combat recession and counteract unemployment with the creation of new jobs. It is encouraged by the inflow of new technologies and spreading of know-how. This is the reason why it is so important to acquire the support of foreign consortia willing to start up their business activity in Poland. One of the objectives of the Minister of Economy is to ensure an increase in innovativeness and competitiveness in the domestic economy through fostering new Polish projects as well as from foreign companies. We aim mainly to attract investors from priority sectors such as automotive, electronics, aviation, biotechnology, modern service industry, as well as research and development.

There is no doubt that recognition received from foreign experts constitutes a great help in acquiring new projects. According to the Ernst & Young European Attractiveness Survey 2012, Poland was indicated by managers of international companies to be the second most attractive place in Europe for investments for the next 3 years. It gives way only to Germany. Our country takes the 6th place in Europe when it comes to the amount of jobs being created and 8th place with respect to the amount of projects being carried out.

As I have just mentioned, the automotive sector remains one priority. Considering the difficult situation of the whole European automotive industry, it is highly beneficial to sustain the production baseline by e.g. encouraging companies to locate their new projects in Poland or develop further businesses that are already here. We are also anxious to enlarge the output markets for Polish automotive products. Moreover, we are strive to rejuvenate the motor vehicle fleet market by means of introducing tax changes and making alternative powertrains and fuels more accessible to the general public.

The Ministry of Economics declares that the deregulation process will be continued, as well as the work on facilitating business activity. What specific steps have already been implemented towards achieving these goals and what else can be expected in 2013?

We have already prepared a number of regulations to facilitate launching and running a business and we are planning more. Since 1 January 2013 the act on reducing some of the administrative burdens in the economy is in effect. It enhances the conditions for running a business in Poland through limiting late payment backlogs and eliminating unnecessary disclosure requirements. The regulations are mostly advantageous to small and medium size businesses which do not recieve due payments in a timely manner.

Currently, we are working on the 4th deregulation act. Its purpose is mainly to eliminate or reduce some of the burdens put on businesses. We are concentrating on the simplification of bureaucratic intricacies, limiting disclosure requirements and laying foundations for a mutual trust between business owners and state institutions.

We have put forward over 30 new proposals limiting the disclosure requirements put on business owners, the implementation of which would bring considerable savings. It is estimated that the savings may amount to as much as PLN 274 million. This would involve a potential reduction of 9 million working hours currently spent on unnecessary activities.

The proposed changes in the regulations are also intended for Polish ports and cargo handling terminals. Our aim is to increase their competitiveness by shortening the border control time, letting the customs administration be the coordinator and by prolonging the time limit for the imported VAT settlements for the entitled business owners.

We have also started working on an act on standardization of some of the templates for administrative procedures. It is our belief that this will simplify the legal environment and make running a business easier. Templates standardization will render them electronically accessible, shorten the waiting time, improve the effectiveness of administrative procedures and reduce the burdens put on citizens and business owners, as well as saving their time.

The proposal for the implementation of the “two-time-limit” rule to the legal system has been brought to the attention of the interministerial debates and public consultations. According to this rule, the regulations referring to launching and running a business are to be in power only twice a year, e.g. on 1 January and 1 June. This would help business owners in effective and reasonable planning of their operations, as well as shorten the time spent on analyzing and complying with new regulations. According to the poll carried out by the Ministry of Economy, as many as 86 percent of business owners surveyed advocated introducing the proposed changes to the regulation in question.

What assets and qualities of the Polish economy would you highlight in order to encourage foreign investors to locate their capital in a business upon Vistula?

First and foremost, I would highlight the stability of the Polish economy and the strong foundation for further development. Despite the adverse situation on the global markets, we are still one of the top European countries as far as the GDP growth rate is concerned.

Moreover, we are one of the biggest European Union countries with large absorptive internal market. Our presence in the EU is considered to reduce political, social and economic risk to some extent.

The positive investment ambience can be also ascribed to a perfect geographical location. Being conveniently located in the centre of Europe and at the intersection of its main communication routes, makes Poland perfect for exporting commodities to all European countries and thus reach more than half a billion consumers. Our main partners include Germany, Russia, China, France, Great Britain, Italy, Hungary, Ukraine and Spain.

Foreign investors also appreciate our highly qualified staff. We offer well-educated employees including technical graduates, so much desired by employers. In Poland there are almost five hundred higher education institutions employing over a hundred academics, half of which have a PhD title. Polish specialists are highly valued all over the world.

What is more, foreign investments are stimulated by a broad system of encouragements. The possibility of investing in the Special Economic Zone is certainly one of them. In Poland 14 have been selected that are intended for running a business under preferential conditions. What the SEZ has to offer includes tax exemption, a simplified hiring process and the well-prepared ground for investments. That is why we hope to prolong the operation of the zones until 2026.

As I have already mentioned, some of the sectors are of an exceptional value to us, e.g. due to the amount of jobs being created. The automotive industry is one of the sectors where we have been implementing the Programme Supporting Investments of Greater Importance to the Polish Economy for 2011-2020. Company owners planning to invest in the automotive industry may count on financial aid. It will be granted for the production of automobiles, motor-car bodies, trailers, semitrailers, parts and equipment for automobiles and their engines.

One example of the state's helpful involvement that has been appreciated by the business owners is the structural funds. The Ministry of Economics put into operation the Innovative Economy Operational Programme 2007-2013. In recent years the activity focused on the investments in the innovative enterprises has met with an unremitting popularity. These were mainly financial aids for putting into operation the results of studies carried out within the research and development sector, as well as for the projects of a great significance to the economy. Although all the competition budgets have already been used up, the programme documentation for the next financial perspective for 2014-2020 is being prepared and new financial funds will be preserved for entrepreneurs.

Janusz Piechociński

We invite investors

interview with Mr. Tadeusz Czajka

Mr. Tadeusz Czajka
Mayor of Tarnowo Podgórne Municipality

What are the major benefits of investing in the Tarnowo Podgórne Municipality?

Most of all, it is our favorable location - close to the national roads network, railways and airports. Stable tax policy and guaranteed real estate tax exemptions are also undoubted advantages. The Municipality Office provides support throughout the whole investment process.

Are you open to new investments?

Of course we are. We have 400 hectares of fully developed investment areas located throughout the municipality which, according to the spatial development plans, are dedicated to economic activation. The Tarnowo Podgórne Waterpark will be open in autumn 2014 and we plan to create the neighboring Health Park. Therefore we are willing to cooperate with companies providing health services, modern cosmetology or SPA, including those using health benefits of geothermal water.

The Tarnowo Podgórne Municipality is recognized for its successes in cooperation with entrepreneurs. What is the reason for such a success?

Many authoritative institutions appreciate our cooperation with the business society, as evidenced by many awards and honors. In the early 90's we decided to focus on developing cooperation with foreign investors. 220 foreign companies (e.g. MAN, LIDL, Curtis Health Caps) have invested over a million dollars in our municipality. Today, there are over 4.5 thousand companies in the Tarnowo Podgórne Municipality generating more than 30 thousand workplaces and creating the largest labor market in the suburban area of Poznań.

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www.poland.gov.pl

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Chancellery of the Prime Minister, Republic of Poland
www.kprm.gov.pl

Ministry of Economy, Republic of Poland
www.mg.gov.pl

Polish Information and Foreign Investment Agency
www.paiz.gov.pl

Poland's Official Travel Website
www.poland.travel

National Bank of Poland
www.nbp.pl

Polish National Portal
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www.gpw.pl/index.asp

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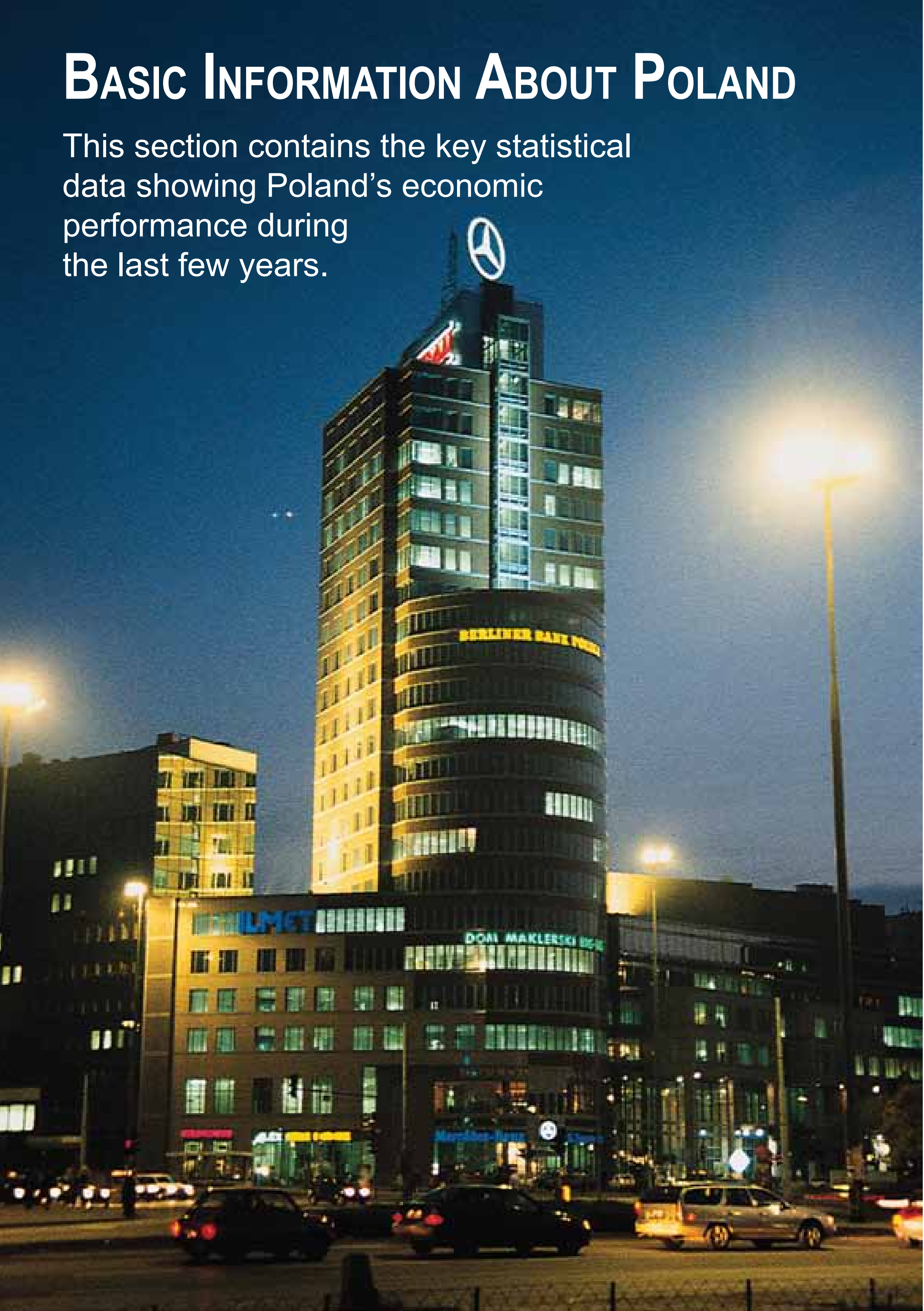
Basic Information About Poland

This section contains the key statistical data showing Poland's economic performance during the last few years.



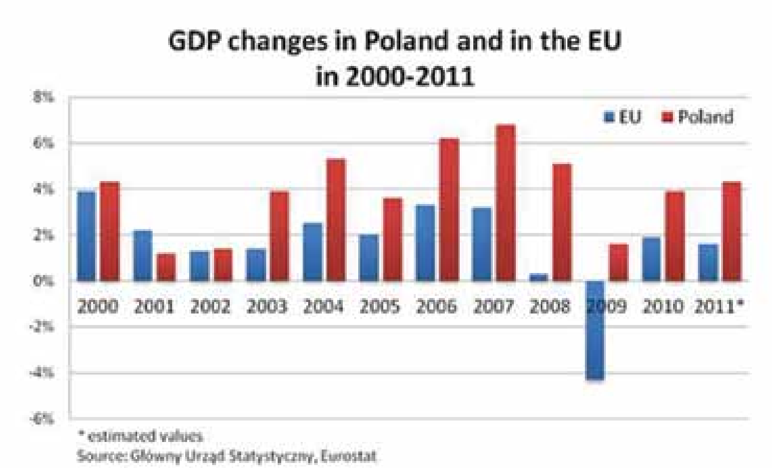
Area	312 679 km2
Population	38 Million
GDP	US$ 468.539 Billion (PLN 1,412.78 Billion)
Capital	Warsaw agglomeration: population 2.5 million
Administrative divisions	16 Voivodeships, 314 Poviats, 2,478 Municipalities
Legislative Branch	Sejm (460 representatives), Senat (100 representatives)
Executive Branch	President (5 year term), Council of Ministers (4 year term)
Juridical Branch	Supreme Court, common courts, administrative courts, military courts
Time Zone	GMT+1
Currency	1 Zloty (PLN) = 100 groszy
Life expectancy	Females 79.7, Males 71.0

Economy

Poland remains the only EU economy that has not experienced recession during the global financial crisis. Polish GDP grew by 3,9 % in 2010 (the highest rate in the EU) and managed to improve this result in 2011, showing a growth dynamic of 4.3 %. Various forecasts by Poland has large chances to maintain this positive trend and note satisfying development rates over upcoming years.

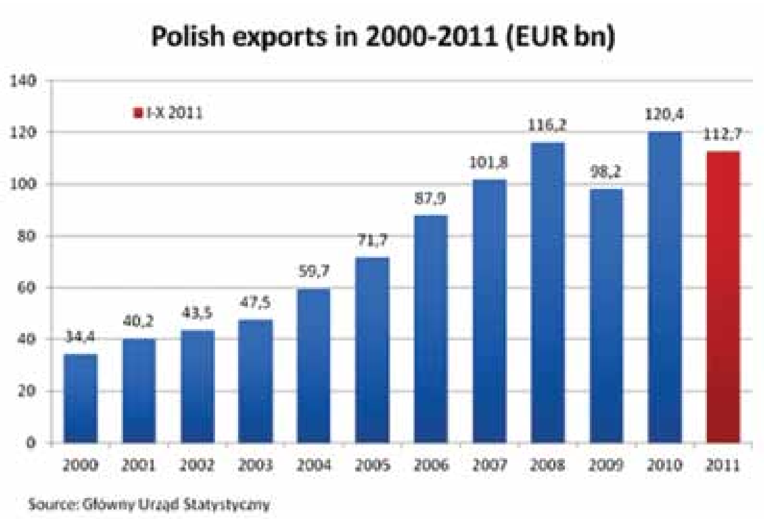
The first quarter of 2012 has already shown a satisfying GDP growth rate at 3.5%. Its main factors were the rising domestic demand (2.8%) and individual consumption (1.2%).

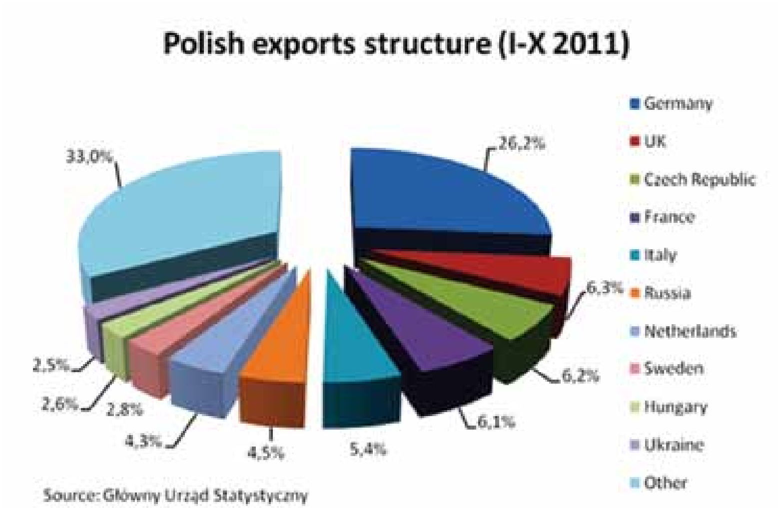
According to the European Commission, Polish GDP growth rate in 2012 will be the highest in EU. Despite recession in euro zone Polish economy will be growing, primarily due to EU funds and declining value of zloty. GDP will grow by 2.7% and 2.6% in 2012 and 2013 respectively.



Exports

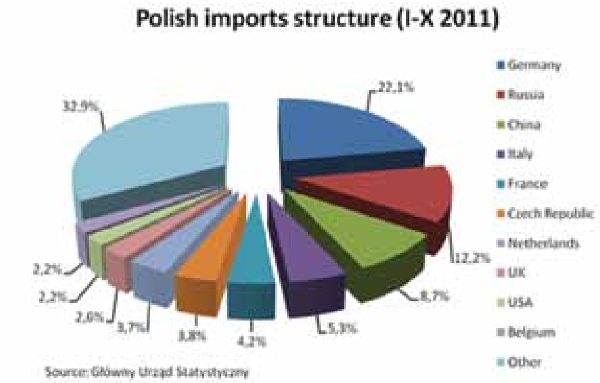
In the years 2000- 2010 Poland's exports value increased nearly 3,5 times. The vast majority of Polish goods is sold to the EU countries, while the largest receiver of Polish exports is Germany (26.2%).





Imports

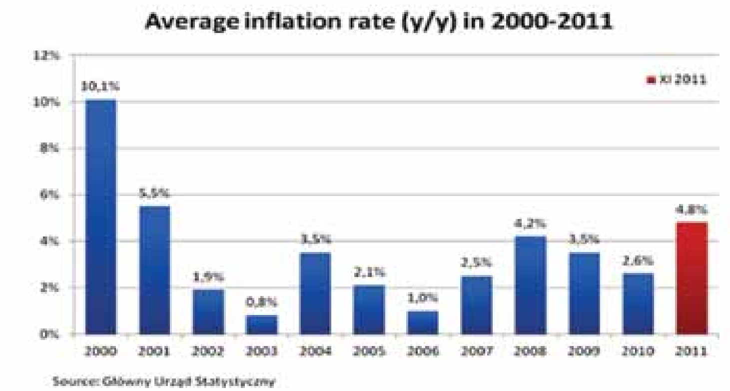
Just like in the case of exports, Poland's main import partner is Germany. Trade exchange between the countries accounted for 22.1 per cent of Polish imports in the last 10 months of the 2011. Other leading import partners are China (8.7%), Russia (12.2%) and Italy (5.3%).



Inflation

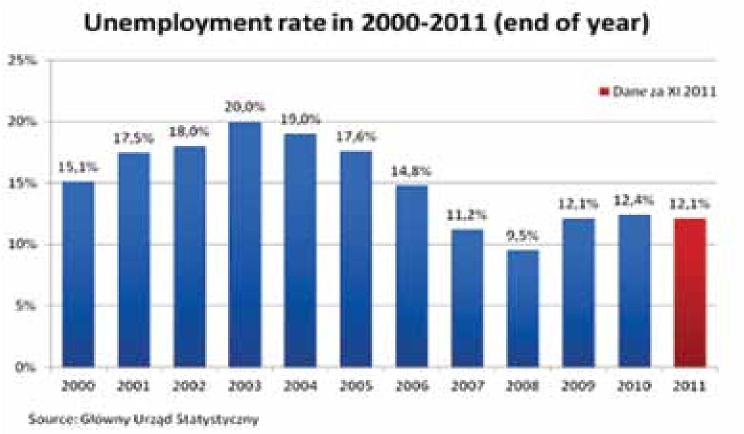
Inflation in Poland is kept at a relatively low level by means of the National Bank of Poland policy. Slight growth of the inflation rate in the recent years was generated mainly by high fuel and foodstuff prices on the world markets. Also, the fast growing wages and increasing domestic demand boosted inflationary pressure.

In November 2011 inflation rate amounted to 4,8% annually. It was influenced mostly by goods' and services' prices in transport (0,99 percentage point), accomondation fees (1,57 percentage points) and food prices (0,99 percentage points).



Unemployment

Unemployment rates have considerably fallen in recent years. The long-term trend resulted mainly from stable, strong GDP growth, which generated high demand for labor. The economic slowdown has recently affected the labour market, however the unemployment rate grew only slightly in 2009 and since then remains above 12%.



Budget

Poland's central government budget deficit in 2011 narrowed to 25.1 billion zloty ($7.94 billion), much lower than the amount of 40,2 bln zloty expected by the government. Public fiscal deficit has been reduced to 5.6 % of GDP from 8 % in 2010. Poland is also struggling to cut down its public debt-to-GDP ratio below 50% in 2013.

Population

Poland's social structure has undergone radical changes since WW II. The major factors forming these changes have been both political and economic processes. A significant factor dividing Poland's social structures, have been the inherent regional differences that relate to the level of economic development. Whereas prior to WW II Poland was a multicultural state, today it can be said to be made up of one national group. There are 38,230,080 people living permanently in Poland, i.e. a figure of 122 residents per 1 km2 of land. But, the population isn't distributed evenly. The largest numbers of residents are to be found in the voivodships of: Mazowsze, Śląsk, Wielkopolska and Małopolska; the least in Podlasie, Opole and the Lubuskie regions. The density of the population in a given area is directly related to the development of industry and the infrastructure in the region. Thus, urban residents form 61.8% of the country's population, of which the largest concentrations are found in the voivodships of: Dolny Śląsk, Zachodniopomorskie and Pomorze; whereas of the 38.2% of people living in rural areas, the largest ratios were in the Lublin, Podkarpacie and the Swiętokrzyskie regions. 36,968,487 of the population claim to be ethnically Polish, i.e. 96.7%. Of the remaining 3.3% of the populace, some declare themselves to be: German, Belarusian, Ukrainian and Romany, with 2.1% not stating their ethnic origin. 96.4% of the populace was born in Poland, while only 2% were born abroad, with 1.6% not stating their place of birth. The largest percentage of foreign births among residents, were recorded in the voivodships of: Dolny Śląsk, Lubuskie, Opole, Zachodniopomorskie and the Warmińsko- Mazurskie regions; this is related to their locations adjacent to foreign borders. 97% of the population has Polish citizenship alone, 1.2% dual citizenship (inc. Polish) and 0.1% are not Polish citizens; the citizenship of 1.7% of residents, was not ascertained. In total 98.2% of the population within the Polish borders have Polish citizenship rights.

Poland has the eighth largest population in Europe (omitting Russia).

Position	European Country	Population (mln)	Position (worldwide)
1	Germany	82.1	12
2	France	58.9	20
3	Great Britain	58.7	21
4	Italy	57.3	22
5	The Ukraine	50.7	23
6	Spain	39.6	29
7	**Poland**	**38.7**	**30**
8	Rumania	22.4	44
9	Holland	15.7	56
10	Greece	10.4	70

The political system

Poland is a country with a well founded system of democratic government. Our republic is a multiparty democracy with a two chamber parliament.

The Head of State is the President, elected by a majority of the voters for a five year term.

The upper parliamentary chamber is the Senate, with 100 senators; whereas in the lower chamber the Sejm, there are 460 members. Parliament is chosen by a majority of the electorate for a 4 year term.

The state's internal and foreign policy is decided by the government, i.e. the Council of Ministers, whose activities are directed by the president of the Council of Ministers, i.e. the premier. The premier is chosen by the President, as are the ministers upon his recommendation.

The executive officer for government administration and the government's representative in the voivodships is the voivoda. Since 1st January 1999, passed the law of 24th July 1998, a three level division of the country's territory has been in place. The entities of the three level division of the state's territory are seperated into: gminas, powiats (both local authorities) and voivodships (regional authorities). Since 1st January 1999 the country has been divided into 16 voivodships.

Poland's capital is Warsaw (494 km2) – 1,618,500 residents.

The official language is Polish.

The currency – 1 złoty (PLN) = 100 groszy.

Membership of the most important international organisations:

- European Union (EU)
- United Nations Organisation (UN)
- Council of the Baltic Sea States (CBS)
- Central European Free Trade Agreement (CEFTA)
- International Monetary Fund (IMF)
- United Nations Educational, Scientific and Cultural Organisation (UNESCO)
- United Nations International Children's Emergency Fund (UNICEF)
- World Health Organisation (WHO)
- World Trade Organisation (WTO)
- Central European Initiative (CEI)
- Organisation for Cooperation and Development (OECD)
- North Atlantic Treaty Organisation (NATO)

Transport

Due to its central location on the European continent, Poland has very favorable road, rail and aviation links with all of the EU countries and is well placed to trade with the EU neighbours in the East. Poland's three main sea ports, to the North of the country (on the Southern shore of the Baltic Sea): Szczecin-Świnoujście, Gdynia and Gdańsk, are connected to the world's most important ports. All this makes Poland the ideal location for firms that are active in both the Central and Eastern European markets.

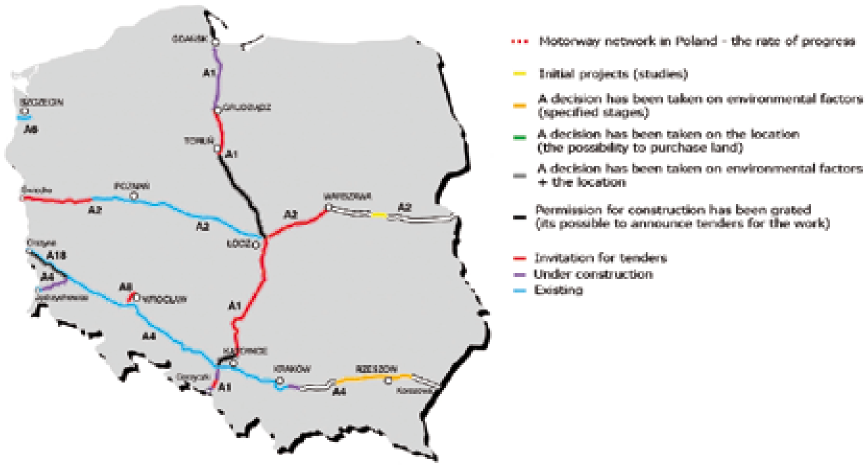
Air Transport

Poland's largest and most important national and international airport is Warsaw's Frederic Chopin airport (previously: Okęcie). Due to this, Warsaw has direct flight connections to 55 countries worldwide. The cities of Kraków, Gdańsk, Katowice, Poznań, Wrocław, Szczecin and Łódź, also have their own international airports. Thats why most destinations in Europe can be reached within two hours.

Road Transport

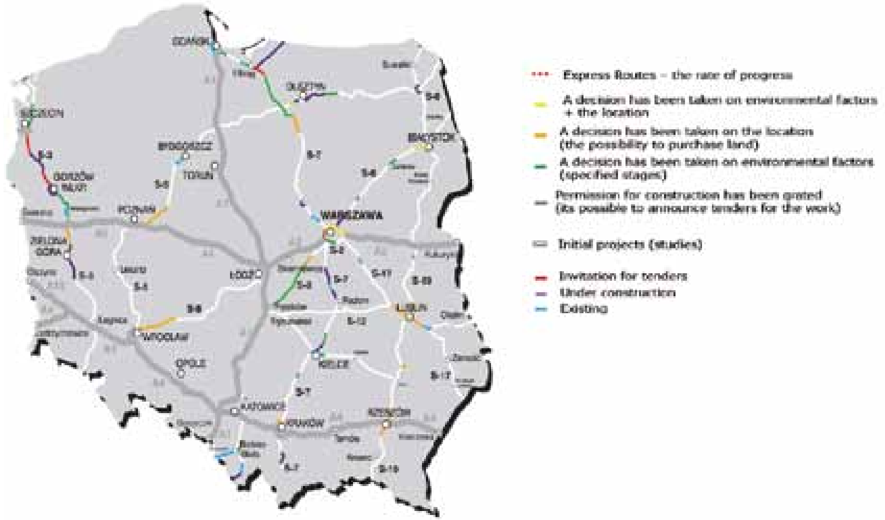
Road transport in Poland develops together with a growing network of highways. These, in turn, have been covered by a complex enlargement program introduced during preparations for the UEFA EURO 2012 held in Poland and Ukraine. At the end of 2011, there were 1.099 km of motorways (autostrada) and 769 km of expressways (droga ekspresowa).

The planned motorway network in Poland



Currently there are three major motorways (A1, A2 and A4) spanning the entire country under construction. By the end of 2012, 8 of the 10 largest Polish cities (Gdansk, Poznań, Wrocław, Łódź, Warsaw, Cracow, Katowice, Szczecin) are planned to have a motorway connecting them with the motorway network to the rest of Europe.

The planned Express Routes network in Poland



Poland has one of the highest densities of rail-track in the world. The total length of the rail-track accounts for 20,665 km.

Poland's rail network:

An advantage of the national rail network are the the existing broad gauge rail connection with Russia and the Commonwealth of Independent States. These ensure the fast and safe transport of goods to eastern markets. The broad gauge network covers 400 kilometres of track and the route begins in Sławków, in Górny Śląsk, where Poland's largest loading ramp is located and it carries on to Hrubieszów which lies on the EU's border with the Ukraine.

Poland is steadily adapting its rail infrastructures for the needs if container transport. This method of transporting goods is promoted by the EU as an alternative to long distance haulage. Road-rail terminals are located at and Gliwice. There are also container terminals in Gdańsk, Warsaw, Łódź, Sosnowiec, Krakow, Krzesławice and Wrocław.

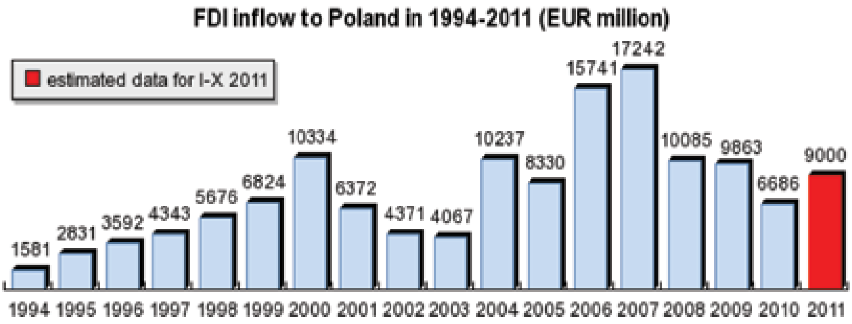
River and Sea Transport

There are 3,640 km of inland waterways in Poland. The rivers: Odra (particularly in the vicinity of Szczecin), Vistula (particularly between Gdańsk and Warsaw), Warta and Noteć form the most important inland waterways. The most commonly transported materials are sand, gravel, coal, metal ores and fertilizers. The main ports for trade are : Gdańsk, Gdynia, Kołobrzeg, Szczecin and Świnoujście; which all are situated on Poland's coast, the south of the Baltic Sea.

Foreign Direct Investment

In 2010 the inflow of foreign direct investments (FDI) to Poland amounted to EUR 6.7 billion which is a decline by 32 % in comparison to the previous year. According to an initial estimate of NBP, during the first 10 months of 2011 EUR 9 billion investments came to Poland.

In 2010 the FDI inflow was equal to EUR 6 686 million of which: EUR 5 702 million (85.3%) came from the European Union (UE27), the remaining part - EUR 984 million (14.7%) from other countries.comprised of:



Source: National Bank of Poland

The majority of resources came from Luxembourg (EUR 1 945 million), Germany (EUR 1 627 million), Italy (EUR 1 020 million), Cyprus (EUR 843 million), Switzerland (EUR 510 million), Great Britain (EUR 396 million), Sweden (EUR 343 million), Austria (EUR 327 million) and Spain together with Portugal (EUR 252 million each of them).1.250 bn), Sweden (EUR EUR 940 mn), the USA (EUR 895 mn), Austria (EUR 586 mn), the Netherlands (EUR 478 mn), Italy (EUR 459 mn) and Spain (EUR 393 mn).

France

According to the Central Statistical Office, at the end of 2010, the value of French capital invested in Poland amounted to PLN 29,472.5 million, showing a robust growth of 4.3% in 2009 to 22.2% in 2010. Almost the entire French capital (99.8%) was located in companies with majority foreign capital. The dominant field of the French investors' activity was information and communication, which involved 34.4% of capital (42.2% previous year).

Trade and motor vehicles repair industry amounted for 29.8% of the French capital (prior year 17.8%), whereas manufacturing amounted to 18.0% (previous year 22.3%). The French entities established in Mazowieckie amounted to 77.3% of the total number (previous year: - 73.5%). The largest increases in investment was recorded in the capital Małopolskie (by 48.9%), Lodz (33.1%), Mazowieckie (28.3%), Kujawsko-Pomorskie (by 27.0%). A significant outflow of the French capital was recorded in Pomorskie (by 27.7%).

Germany

According to the Central Statistical Office, at the end of 2010 the value of German capital amounted to PLN 29135.2 million and unlike the French capital showed a slowdown from 9.3% in 2009 to 2.4% in 2010. As much as 34.2% of the whole amount was allocated in manufacturing and 26.3 was invested in trade and motor vehicles repair industry. The vast majority (98.2%) was invested in companies with majority foreign capital and 84.0% in enterprises employing 10 or more persons. As in the previous year, the most attractive for German capital were Mazowieckie - 35.4% (previous year 34.5%), Lower Silesia - 19.0% (17.7% previous year) and Greater Poland - 16.6% (17.4% a year earlier).

Netherlands

According to the Central Statistical Office, at the end of 2010 the value of the Dutch capital amounted to PLN 29,880.2 million, which means a decrease of 14.3% compared to 2009. As much as 95.2% of this amount was invested in companies with majority of foreign capital and 90.1% in enterprises employing 10 or more persons. Almost 70% of this capital was invested in manufacturing. The shares of trade and motor vehicles repair industry reached respectively 38.4% and 30.8%. 40.9% of the Dutch capital was involved in Mazowieckie, a further 24.1% in the regions of Greater Poland, Lower Silesia, Lodz and Świętokrzyskie.

Luxemburg

According to the Central Statistical Office, at the end of 2010 the value of the Luxembourg capital amounted to PLN 9,060.2 million (an increase of 29.4%). In almost 56% it was located in enterprises employing 10 or more persons, and mostly in the entities with majority of foreign capital (96.2%). 24.9% of the investment inflow was allocated in manufacturing, whereas another 22.8% was dedicated to the real estate market.

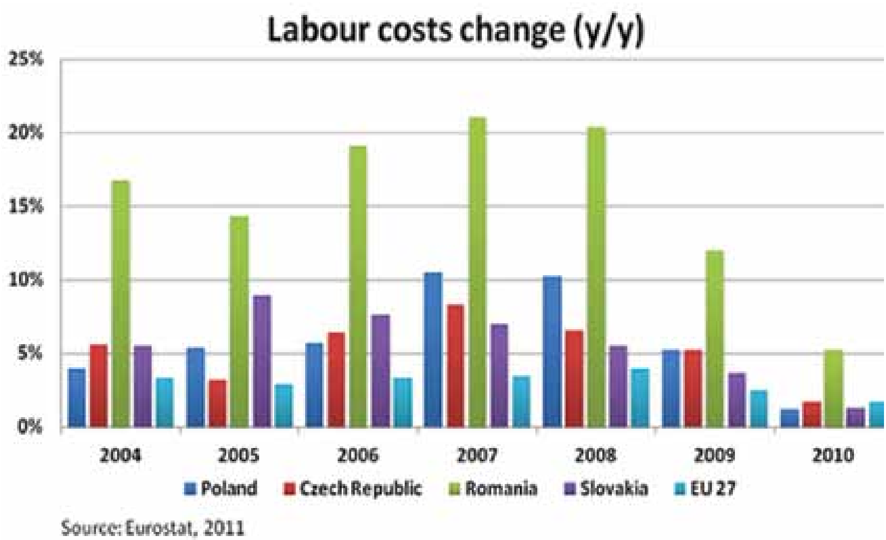
Most of the Luxembourg-based entities was located in Mazowieckie (75.3%).

Spain

According to the Central Statistical Office, at the end of 2010 the value of the Spanish capital amounted to PLN 6,425.5 million (up by 9.0%) and accounted for 4.0% of the total foreign capital invested in Poland. As much as 72.5% of the capital has been located in entities employing 10 or more persons and 99.5% in companies with majority foreign capital. More than 57% of the Spanish capital was involved in the manufacturing and construction (respectively 29.8% and 27.6%). 67.3% of the companies supported by Spanish capital were established in Mazowieckie.

Labor cost

One of the most important parameters that measures investment attractiveness of a given country or region, are labour costs. Labour costs in the EU increase by approximately 3% annually; but have been growing much more rapidly among the new EU members. In 2010 in Bulgaria the rate rose by 9,2%, in Romania 5,2% and in Poland by ca. 1%. However, the differences between countries remain large. In the wealthiest countries of the old EU hourly labour costs amount to 28 to 38 EUR on average, in Poland it's slightly over 7 EUR..



Poland's employment costs are among the lowest in the whole of Europe. The country's wage costs are not only lower in comparison to western Europe, but also when compared to Slovenia, Estonia, Slovakia, the Czech Rep., Hungary and Latvia. Lower employment costs in national average incomes can only be found in Ireland, Greece and in Italy. When compared to Central and Eastern Europe, lower employment costs are only to be found in Rumania. Lithuania and Bulgaria have similar wage levels to Poland.

The most attractive cities in terms of labour costs

City	Rating 2010
Warsaw	1.42
Bratislava	1.40
Lisbon	1.23
Istanbul	1.21

Source: European Cities Monitor 2010, Cushman & Wakefield;

Unemployment and effectiveness

According to the Central Statistical Office (GUS) the average gross monthly remuneration in the national economy amounted to PLN 3399,52 in 2011, which is 5.4% more than in 2010. The average remuneration in the private sector reached PLN 3961,03.

Forms Of Doing Business

Which One To Choose

Following the article 43 of the EC Treaty each entrepreneur within the European Community has a right to choose from various forms of conducting business activity, a form which he finds most suitable for his business. With this regard Member States are obliged to realize the freedom of business activity.

According to the regulations of the European Community, there exists a division of entrepreneurial freedom into primary and secondary one, which has to be enforced and respected by all member states.

The primary entrepreneurial freedom envisages:

- the right of entrepreneurs from the Member States to become self-employed,
- the right of entrepreneurs to incorporate and to conduct business activity,
- the right to purchase shares of enterprises.

On the other hand secondary entrepreneurial freedom creates an opportunity to geographically expand conducting of business activity in the form of self-reliant subsidiaries, such as branch offices, agencies, which are organizationally dependent on their parent company.

Polish law offers various forms of conducting business activity, which enable entrepreneurs to choose between individual conducting of business activity, civil partnership, and other forms – not having legal personality. The most important factors determining the final choice of the form of conducting business activity include requirements concerning initial capital, scope.

Smaller forms of conducting business activity permitted by the Code of Commercial Partnerships and Companies

When planning larger scope of activities, it is reasonable to choose one of the forms stipulated in the Code of Commercial Partnership and Companies (KSH).

First of all, one should consider partnerships, which do not have legal personality, but can incur obligations, purchase rights, including ownership of property and other rights in rem, as well as sue and be sued. In case of partnerships, each of the partners pays taxes based on the personal income tax rates.

The above mentioned Code enforces:

- registered partnership,
- professional partnership,
- limited partnership,
- limited joint-stock partnership.

All of them require registering with the National Code Register and paying a fee of PLN 750 (plus an additional cost off PLN 500 related to posting an advertisment in the Monitor Sądowy i Gospodarczy), as well as covering additional expenses related to preparing company's deed (apart from registered partnership).

Registered partnership is the basic form of a partnership. No initial capital is required likewise in the case of a professional and limited partnership. Its crucial feature as well as the decisive factor related to accepting this form of conducting business activity is the scope of partners' liability. It bears a subsidiary and unlimited liability for the obligations of the partnership, which means that partnership's creditor can carry out the construction from the partners' assets every time when the execution from the partnership proves to be in vain.

Professional partnership, contrary to other forms of business activity, is designated only for a limited number of professions, so-called 'free professions' – final enumeration is provided in the article 88 of the Code: advocate, pharmacist, architect, construction engineer, expert auditor, insurance broker, tax consultant, accountant, physician, dental surgeon, veterinary surgeon, notary, nurse, midwife, legal counsel, patent gent, property expert, sworn translator, stockbroker, investment adviser.

Limited access to that form of activity is compensated with suitable legal provisions governing liability. The partner in this kind of partnership is not liable for obligations of the partnership arising from activities related to carrying out the profession by another partner, as well as losses incurred by the partnership due to acts or omissions of a person being under supervision of another partner and being bound with the employment agreement or other legal relation with the partnership.

Limited partnership is designed for legal and natural persons. It enables significant limitation of liability as at least one of the partners – general partner is liable for all obligations of the partnership without any limitations, whereas limited partners' liability is restrained up to the limited amount – limited partner share. However, if a business name of a limited partnership includes name or a business name of a limited partner, this partner is liable for obligations of a partnership without any limitation.

One of the more complicated forms of conducting business activity is a limited joint-stock partnership, which (despite being a partnership) requires a minimum contribution of PLN 50,000. The scope of the liability is regulated in a way similar to limited partnership, i.e. at least one of the partners – general partner bears unlimited liability for partnership's obligations, whereas the shareholder is completely absolved from liability. However, if a business name of a limited joint-stock partnership includes name or a business name of a shareholder, this shareholder is liable for obligations of a partnership without any limitation.

Joint stock company & Limited liability company

	Joint stock company	Limited liability company
Purpose	Established for the purpose of operating business on a large scale. Capital may be obtained through issuance of shares.	May be established for any purpose allowed by law (including conducting a business) unless other is provided by acts.
Founders	May be established by one or more persons; exception: it may not be established solely by a single-member limited liability company.	May be established by one or more individuals or legal persons or legal persons or organisational unit without legal personality which was granted a legal capacity on the basis of a specified act (for example partnerships). However, it may not be established solely by another single-member limited liability company.
Minimum capital	100,000 PLN	5,000 PLN
Legal personality	A joint-stock company is a legal entity.	A limited liability company is a legal entity.
Company liability	The Company is liable for its debts and obligations with its whole property without any limitations. The shareholders are not liable for the company's obligations, they bear a risk up to the value of shares taken up.	The shareholders are not liable for the company's obligations, they bear a risk up to the value of shares contributed. Where execution against the company has proved ineffective the members of the management board shall be liable jointly and severally for the obligations of the company.
Taxation	CIT Declaration – Corporate Income Tax	CIT Declaration – Corporate Income Tax

Easier to start

The Act simplifies the procedure of registering a business entity. Since 31st March, 2009 it is possible to use simplified application forms (on the basis of Council of Ministers' Regulation of 24th March, 2009 on the pattern and format of an application form for an entry into Business Activity Register). Moreover since 31st March, 2009 one may submit an application to the Business Activity Register by the Internet. However, since 1st September, 2011 an IT system – Central Register and Information on Business Activity shall operate, in which entrepreneurs being natural persons shall be registered and which shall provide information and data concerning entrepreneurs being natural persons (and also information concerning other entrepreneurs and specified entities).

Moreover a great facility is a possibility of submitting with an application for an entry into proper register (which still remain municipality body and National Court Register) all documents necessary for obtaining NIP (taxpayer identification number) and REGON (statistical number) or registration at the Social Insurance Office (ZUS) – it is so called "one stop shop". The above-mentioned procedure concerns also the change of data in that scope. The provisions enabling full implementation of that rule came in force on 31st March, 2009. It shall enable providing information from the register in a more efficient way and quicker issuing of certificates stating the entry of the entrepreneur into register. Central Register and Information on Business Activity shall be additionally integrated with central evidence and data bases of other bodies.

The above-mentioned solution is aimed at preparing administration bodies and entrepreneurs for the so called "no shop rule". The idea of "no shop" shall come in force on 1st September, 2011, when an IT system – Central Register and Information on Business Activity shall be implemented, in which similarly as in National Court Register information system, shall be gathered all data contained in the registers kept by the municipalities.

It is essential that, beginning from 31st March, 2009 an entrepreneur may undertake a business activity on a day of submitting an application into the register or after obtaining an entry into the register of entrepreneurs in the National Court Register. The company in organisation may undertake a business activity before entering it into the register. However the above-mentioned does not apply when acts for undertaking and exercising business activity require a concession or a permit, referred to in the article 75. It is worth mentioning that an entrepreneur is entitled to specify a later date of starting a business activity than a date of submitting an application.

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- If you want to learn Polish without leaving your home or office, we will organize such Polish course for you at any time.
- Our Polish courses take place not only at school, in your office or at home, but also in a café, restaurant, shop and cinema. We organize practical classes in field.
- In our school, you don’t have to wait for a Polish course.
- We will always accommodate your needs and possibilities.
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- We will help you to get to know the Polish language and culture.
- We are always happy to offer you advise and help in all situations.
- With us, learning Polish will be a pleasure and your everyday life in Poland will become easier.

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Entrepreneur identification made easier

Another significant change in the entrepreneurs' identification system has been in force since the 1st ofb January 2007. A single identification number was introduced; this basic number is now NIP (Tax Identification Number). All remaining numbers presently functioning, such as REGON (statistical number), KRS (NCR) number etc, will retain their significance only within a given registry.

Binding legal interpretation

On the 1st of January 2005 more favorable regulation on the effects of a written interpretation of legal provisions concerning public duties (including taxes) came into force.

Any entrepreneur receiving such written interpretation can rely on it in his or her actions and can not be charged with or punished on the grounds of further interpretations contrary to the one he or she received.

Detailed regulations considering legally binding interpretations are laid down in new Chapter 1a of Section II of the Tax Ordinance Act, which came into force on the 1st of July 2007. New provisions stipulate, that a taxpayer who follows the interpretation – even when it was subsequently altered or was not taken into account in proceedings against the taxpayer – is exempt from the tax payment arising from the tax event referred to in that interpretation, as long as:

- the obligation was not performed correctly as a result of acting accordingly to guidelines of interpretation which was later altered or to interpretation which was disregarded in an individual taxpayer case,
- tax related results of a tax event similar to factual background of interpretation, have occurred after the general interpretation was published or individual interpretation was delivered."

While applying for such interpretation to the Ministry of Finance – who, from the 1st of July 2007, is the competent organ in this respect – the entrepreneurs need to follow provisions of the Tax Ordinance.

Inspections

Regulations regarding business inspections have been introduced to improve the procedures and make them less burdensome.

An entrepreneur, particularly during his absence, should designate a person to represent him during the inspection, in order to help in effective proceeding.

An entrepreneur is obliged to maintain and keep an inspection book on the business premises,, which notes the following: the subject of any official inspection, its start and finish dates, directions left by inspectors as to issues that the entrepreneur must address, and finally actions taken by the entrepreneur to remedy issues identified by the inspection. The controlling authority is obliged to enter its directions in the inspection book while the entrepreneur is obliged to disclose information about steps taken to comply with the directions and any other information about those directions. The entrepreneur should store inspection protocols along with the inspection book and make them accessible to the controlling authority on demand.

Authorities are not permitted to carry out more than one inspection at the same time in the same business. If an inspection is already carried out at the entrepreneur, the inspecting body shall withdraw from inspection and may appoint another date of inspection with the entrepreneur. Inspection time has also been limited in one calendar year (inspection in the case of micro, small or medium enterprises, cannot last longer than accordingly 12 business days, 18 business days, 24 business days and in case of other entrepreneurs 48 business days. Written authorisation is required to prolong an inspection beyond these limits.

Exceptions from above-mentioned rules include situations when inspection is necessary as part of an investigation or inquiry, or when justified by threat to life, health or environment.

Redefining ‘entrepreneur’

The Act changes the definition of a small and medium-sized entrepreneur and introduces a totally new definition of a micro-entrepreneur. This is important, because by raising thresholds of capital, turnover and asset value, more entrepreneurs become eligible to gain beneficial status when applying for public aid, for example EU structural funds.

A micro-entrepreneur is a trader, who in one of the last two fiscal years has employed no more than 10 employees and his net turnover from sale of goods, services or financial operations does not exceed the PLN equivalent of €2,000,000 or if assets at the end of either fiscal year do not exceed the above amount.

A small entrepreneur is a trader, who in one of the last two fiscal years has employed no more than 50 employees and whose net turnover does not exceed the PLN equivalent of €10,000,000, or if assets at the end of either fiscal year do not exceed the above amount.

A trader is regarded as *medium entrepreneur* if in one of the last two fiscal years he has employed no more than 250 employees and whose net turnover from sale of goods, services or financial operations does not exceed the PLN equivalent of €50,000,000, or if assets at the end of either fiscal year do not exceed €43,000,000.

Employment of foreigners in Poland

Current law concerning the employment of foreigners in Poland divides foreigners into citizens of the Member States and other countries, imposing different means of treatment of each of these groups in respect to their provision of work. Various procedures shall apply for the hiring of a foreign correspondent, an academic teacher or e.g. the general director of a representative office in Poland.

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9th International Congress MBA

17-19th May 2013
Krakow

Quest for talent

The Congress is an unique and the Polish biggest initiative integrating MBA society. We have invited excellent guests from our country and from abroad for the 9th MBA Congress.

This year's edition of the International MBA Congress will be held under theme "Quest for talents".

It's topics will focus inter alia on the success of the companies as a result of maximal use of potential resides within talented managers and workers. It is a main factor of success, especially in the times of strong position of Poland as destination for many global corporations to outsource their services, which more and more includes research, development and innovations.

Core part of the Congress program is going to include presentations of outstanding specialists from the business world and its main elements are going to be organized around four discussion panels:

World Panel
Arabic countries- business on the highest level
Polish Panel
Where will outsourcing lead our country?
Management Panel
Quest for talents
Innovation Panel
Innovations in processes

Additionally:
Study Visits,
Cultural, language and business etiquette workshops
Gala evening connected with charity auction,
Informal MBA evening
Golf tournament

We very much hope that the Congress program, coupled with the opportunity to engage with high profile participants and institutions will encourage everyone to take part in this unusual event.

CSB

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The criteria used in respect to EU citizens which defines the scope of freedom in providing work within Poland is citizenship, i.e. affiliation with a given country. On the other hand, generic criteria are used in respect to citizens of other countries. This is because policies regarding employment in various professions vary. In the case of certain professions, the securing of a permit is not required at all. On the other hand, simplified procedures consisting of the omission of certain requirements during proceedings associated with the securing of a permit, are applied.

Recent changes regarding the principles of employment of foreigners in Poland strive towards opening up the labour market for foreigners, with such being demonstrated above all in the expansion of the group of persons that may perform work without a permit as well as the simplification of procedures associated with the securing of appropriate permits.

Of significant importance in respect to the simplification of procedures associated with the employment of foreigners are changes that have come into effect effective 1 February 2009 and consisting of i.a. repealing of two-stage procedures for the securing of a work permit, i.e. repealing the obligation to obtain a promise for the issuance of a work permit as well as a limit on the number of required documents that are examined by State administrative bodies during the course of such procedures.

Foreigners from the EU working in Poland

A foreigner may work within Polish territory, if he is issued with a work permit by the voivode, on whose territory the headquarters of the employer is. This does not apply to citizens of EU member states, or countries with which the EU has agreements for the free movement of people, with the provision that mutual principles may be introduced for the extension of measures, or their mutual limitation. The Accession Treaty allows the introduction of temporary measures against the citizens of those established EU countries, which have implemented temporary measures against Poland. Restrictions may not be imposed against the citizens of those countries which do not impose temporary restrictions, unless there is “the possible occurrence or there occur conflicts in a country’s labour market, which form a serious threat to the living standards or employment levels in a given region or trade”, but, limits may not be imposed on citizens of Cyprus and Malta. Decisions on imposing restrictions are not to be imposed by Poland, but the European Commission. According to the current law in force citizens from the new EU members do not require permits to work in Poland.

Foreigners from outside the EU

The freedom of movement of workers inside the EU is guaranteed under art. 39 of the EU Treaty. One of its clauses is that a candidate for work from e.g. Gt. Britain has priority over a foreigner from a third country, e.g. China, or Russia. The employment of foreigners in Poland is regulated by the statute of April 20th, 2004, for the promotion of employment and institutions on the labour market (Law no 99, art. 1001 amended). We also impose it upon Chinese or Russian citizens, who want to find employment in our country. Firms that wish to employ them, must be in prior receipt of written permission issued by the voivode overseeing the related head office. However, it is unnecessary to apply for permission for persons with refugee status granted by Poland, or permission for residency in the country.

Eastern neighbours

Citizens of Belarus, Russia and Ukraine may work in Poland without the necessity of permits. This is so, if they undertake work for a maximum of three months, if they receive a declaration from their Polish employer of the purpose of their employment within the following six month period. The declarations are registered at poviat labor exchanges, relating to the home or business address of the employer. The citizens of Poland's neighbouring countries (Belarus, Russia and the Ukraine) must have visas in order to work.

Without permission

Entrepreneurs can expect other simplifications. Sometimes they don't have to gain work permits for e.g. a Chinaman. Where the law of August 30th, 2006 specifies the sphere of work carried out by foreigners without the need of gaining work permits (Law no 156, art. 1116). This concerns foreigners fulfilling advisory, or overseers roles, or needing specific qualifications and training under programs executed relating to EU activities, or other international assistance programs. Also for foreigners delegated to work in national cultural institutions that are alien to Poland, on the basis of mutual international agreements. These may be foreigners delegated to Poland by a Chinese employer, if they maintain permanent residence in China, for a period not exceeding a calender year.

Visas

The right to carry out work in the Republic of Poland by a foreigner requires that the foreigner, in addition to obtaining a work permit, must obtain an appropriate visa unless the foreigner stay in Poland is regulated by provisions regarding visa-less travel. The issue of granting a visa to foreigners is covered by the Aliens Act of 13 June 2003 (unified text in Journal of Laws of 2006, No. 234 item 1694 as amended). Pursuant to the provisions of this act, a foreigner entering the territory of the Republic of Poland is issued a visa being:

- a Schengen visa, or
- a domestic.


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2000
27.24
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35.75
35.75
1.5625

Taxation

Competition in the age of globalisation means not only competition between businesses but between the countries – and their tax systems. These have become crucial determinants of business decisions concerning locations of new investments.

Since the early 1990s, the Polish tax system has been gradually reformed, with the intention of encouraging investment in Poland and so creating of jobs. Tax system reforms have been supported by process of the adapting and harmonising Polish law with EU law.

The Polish tax system distinguishes 12 types of taxes, including:

- Nine direct taxes:
    - corporate income tax (CIT),
    - personal income tax (PIT),
    - tax on civil law transactions,
    - real estate tax,
    - tax on means of transport,
    - inheritance and donations tax,
    - agricultural tax,
    - forestry tax,
    - tax on dogs
- Three indirect taxes:
    - tax on goods and services (VAT),
    - excise duty,
    - game tax.

Set out below are the key features of the main taxes in Poland:

- Corporate income tax
- Personal income tax
- Tax on goods and services (VAT)

CORPORATE INCOME TAX

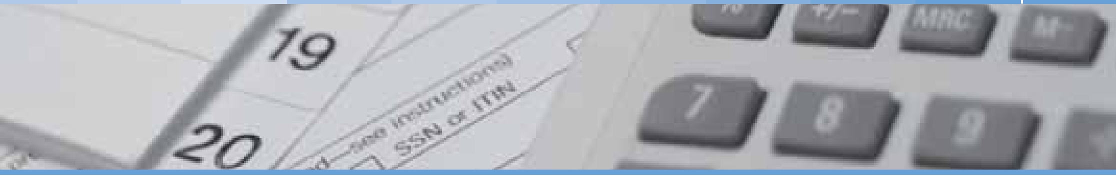
Tax rates

The corporate income tax (CIT) is, besides VAT, the most important tax levied on activities of legal persons in Poland. This is a flat-rate tax, generally imposed on income.

The basic corporate income tax rate is **19%** of the tax base. In special cases the CIT Act provides for other tax rates.

19% tax rate is also applicable to incomes from **dividends** and other incomes (revenues) from participation in profits of legal persons having their seat in Poland.

For taxpayers with **unlimited tax liability in a EU Member State, an exemption from the withholding tax on dividends paid out by Polish companies is provided (participation exemption).** The application of the above-mentioned exemption is possible if such a shareholder holds or will hold minimum 10% of shares in the Polish company during the period of at least 2 years and if the shareholder is not exempted from taxation with reference to its whole income.



In case of dividends gained from abroad Polish tax provisions provide for two exemption methods: *participation exemption* (relating to income generated in EU Member State, another EEA Member State, and Switzerland) and *underlying tax credit* (regarding states other than EU, EEA Members and Switzerland with which Poland has a valid double tax treaty).

Participation exemption is applied if the Polish company has held at least 10% capital participation in the foreign subsidiary for an uninterrupted period of at least 2 years and if it is not exempted from taxation with reference to its whole income. However, the required minimum participation of a Polish parent company in a Swiss company is 25%.

The tax actually paid by a foreign company on the part of its profits from which a dividend was paid can be credited– up to some limit against income tax payable by the Polish parent company in Poland (*underlying tax credit*). To apply the underlying tax credit, the Polish recipient shall hold at least 75% of the capital in the company paying dividends. Notwithstanding the above the Polish recipient of dividends from abroad can also – up to the limit – credit the withholding tax paid abroad against tax payable in Poland.

As of July 1st, 2013, **on certain conditions, a total exemption from withholding tax will also refer to interest and royalties** transferred from Poland to related companies from the EU. At present, the withholding tax rate in the circumstances in which finally the exemption shall be applicable accounts for 5%.

Subject of taxation

The entities subject to the corporate income tax are as follows:

- legal persons (in particular: limited liability companies, joint-stock companies, capital companies in organisation);
- partners being legal persons;
- foreign partnerships, if in the state where their seat is located they are treated as legal persons and are subject to unlimited tax liability there;
- tax capital groups

Object of taxation

Generally, the corporate income tax is imposed on income, **irrespective of the source of revenue** from which the income has been earned.

Entities having their seat or management in Poland are subject to taxation with respect to their global income irrespectively of where it was generated (unlimited tax liability). The other entities are subject to taxation in Poland only with regard to income generated in Poland (limited tax liability).

The **income** is considered to be the surplus of total revenues over tax deductible costs gained in a tax year. If tax deductible costs exceed the amount of revenues, the difference constitutes a **loss**.

T**ax losses** incurred in previous tax years may reduce a taxable income of a taxpayer. A loss may be carried forward for 5 years following the year in which it was incurred, however the amount deducted in a given year shall not exceed 50% of the loss value (i.e. the shortest period of a one year loss settlement is 2 years).

A **tax year** is defined as a calendar year. However, after meeting certain criteria specified in the CIT Act, a taxpayer may decide that the tax year is a period of other 12 consecutive calendar months.

Tax deductible costs

In order to be **recognised as tax deductible cost**, an expenditure incurred by a taxpayer should jointly meet the following criteria:

- the expenditure was incurred with purpose of generating income, retaining or protecting sources of income,
- it is not listed in the catalogue of expenditures not being tax-deductible costs.

The revenue earning costs can be classified as direct costs or other costs.

As a rule, direct costs are deductible in the tax year in which the related revenue was earned. Other costs are deductible on the date they were incurred.

Tax deductible costs incurred in **foreign currencies**, should be converted into PLN on the basis of the average exchange rates of the National Bank of Poland from the last working day preceding the day the costs were incurred.

Since 1st January 2007 the new rules of calculating exchange rate differences are in force. According to the new law the exchange rate differences shall respectively increase revenues as foreign exchange rate gains or increase tax deductible costs as foreign exchange rate losses.

Tax base

Generally, the tax base is considered to be income (defined as the excess of revenues over tax deductible costs), reduced by certain deductions made by the taxpayer during the tax year.

The tax base may be reduced by donations for public utility purposes and for religious purposes. The deduction in total may not exceed 10% of income.

Furthermore it is possible to deduct from the tax base 50% of expenditures for acquisition of **new technologies** from scientific entities. A new technology is defined as technology knowledge which has been in use for less than 5 years. The deduction does not impact the right to depreciate the acquired technologies.

In order to recognise given income as a tax base, a taxpayer is obliged to keep proper accounting records. If it is not possible to determine income (or loss) on the basis of records kept by a taxpayer, the income (or loss) shall be assessed by tax authorities.

Collection of tax

In the course of the year taxpayers are obliged to transfer to the bank account of a tax office monthly tax advance payments in the amount of the difference between the tax due on the income earned from the beginning of the tax year and total advance payments due in preceding months. Monthly tax advance payments shall be remitted by taxpayers by the 20th day of each month for the preceding month. There is no obligation to submit monthly tax returns.

A final settlement of tax is deemed to be finalised on the day a yearly tax return is submitted by a taxpayer to the tax office and the tax due is paid. This should be done at the end of the third month of the year following the tax year at the latest.

The CIT Act provides for a simplified form of calculation and payment of the tax advance payments. Taxpayers are entitled to make monthly advance payments in the amount of 1/12 of the tax due, as calculated in the yearly tax statement for the year preceding given tax year. If there was no tax due in the said statement, taxpayers are entitled to make monthly advance payments in the amount of 1/12 of the tax due, as shown in the yearly tax statement for the year preceding by two years a given tax year.

The so-called “small entrepreneurs” who launch their business activities may benefit from the so-called **tax credit**. This is a relief consisting in deferral of tax on income generated **in the first tax year**. The taxpayer is also relieved from filing a tax return for that year. The tax due with reference to such income shall be paid by taxpayers in instalments within the next 5 consecutive years.

In case of taxpayers with a limited tax liability in Poland, tax due in Poland on their incomes from Polish sources is in most cases withheld and transferred to the tax office by tax-remitters i.e. entities executing payments to such taxpayers (e.g. on account of licence fees, dividends, interests) Tax settlement according to the above described general rules applies in particular to these foreign companies which have a permanent establishment in Poland (in the meaning of double tax treaties) with reference to income that can be attributed to its activities.

VALUE ADDED TAX

VAT was introduced in Poland in 1993. Since 1 May 2004 it has been harmonized with the common system of VAT binding in the Member States of the European Community. VAT is a turnover tax. Its main features are:

- **neutrality** – the actual burden of tax rests upon final consumer,
- **universality** – resulting in, on the one hand, charging VAT upon each stage of turnover and, on the other hand, levying VAT upon relatively wide range of goods and services,
- **double taxation avoidance rule** – which is to prevent from double taxation of the same stage of turnover,
- **observation of competitiveness rule –** which is to ensure the same taxation rules for all taxpayers in the Member States.

Legal basis

Legal provisions governing VAT issues may be divided into two groups:

- Community law,
- National law.

Community law – in particular, Council Directive 2006/112/EC of 28 November 2006 on the common system of value added tax.

National law – the act on Value Added Tax of 11 March 2004 r. (Journal of Laws No 54, item 535, with amendments) and over 20 executive decrees, of which the most important is Decree of the Minister of Finance of 22 December 2010 on implementation of certain provisions of the act on Value Added Tax (Journal of Laws No 246, item 1649) and Decree of the Minister of Finance of 28 November 2008 regarding reimbursement of tax to certain groups of taxpayers, issuance of invoices and manner of their storage and a list of goods and services which cannot enjoy tax exemptions (Journal of Laws No 212, item 1337 with changes).

Objective scope of taxation

Of key importance to taxation is objective scope of taxation, which determines chargeable events. Each entity who professionally carries out the below stated activities:

- supply of goods (meant as transfer of the right to dispose of tangible property as owner) effected for consideration,
- supply of services for consideration; supply of services is meant as any transaction which does not constitute a supply of goods,
- export of goods,
- importation of goods,
- intra-Community supply of goods,
- intra-Community acquisition of goods,
- is subject to taxation.

Taxable persons

In principle, entities independently conducting economic activity, whatever the purpose or result of that activity, are considered taxable persons. The term “taxable persons” embraces natural and legal persons, organisational units having no legal personality (eg. civil, general partnerships, etc.).

The economic activity for VAT purposes is defined as each activity of producers, traders and persons supplying services including mining and agricultural activities and activities of the professions, even if such activity has been performed only once but in circumstances indicating an intention to continue. The term “economic activity” includes also exploitation of tangible or intangible property for the purpose of obtaining income there from on a constant basis.

Additionally, under certain circumstances entities purchasing services or goods may be considered taxpayers.

Reverse – Charge

A reverse – charge mechanism, the purpose of which is to facilitate VAT collection, generally applies if a a certain activity is taxable in Poland but the supplier of goods or services does not have a residence or a permanent establishment for conducting economic activity in Poland.

Intra-Community acquisition of goods

Intra-Community acquisition of goods (IAG) means a transfer of the right to dispose of goods as an owner, in a situation when the goods are transferred to Poland from another Member State. Taxation of IAG is based – as in case of a reverse-charge rule – on the tax (output VAT) calculation and settlement by a purchaser. The tax in question may simultaneously be recognized as input VAT subject to deduction from output VAT.

IAG is subject to taxation at the rates applicable to the domestic supplies of the same goods.

As of 1 December 2008 there is a possibility to apply a so called “procedure of a consignment store”. The basic underlying assumption for the procedure is that transfer of goods by a EU entity not registered in Poland for the VAT purposes to a consignment store located in Poland results in arising of the tax obligation on the IAG not on the part of that supplier but on the part of the Polish taxpayer (the purchaser of goods) registered as a VAT EU taxpayer. It should be pointed out that that the moment of the goods’ delivery (transfer of owner’s rights to these goods) should be the moment of the goods’ collection from the store by the purchaser. The solution simplifies VAT settlement of such transactions both in a case of the goods transferred to a consignment store located in Poland and in case of goods transferred to such a store located on the territory of another EU country. However in Poland the procedure applies only to goods destined for production or to be used in services’ provision (is not applicable in case of trading goods).

Intra-Community supply of goods

Intra-Community supply of goods (ISG) is a transfer of the right to dispose of goods as an owner, if the goods are dispatched from Poland to another Member State. In the normal course of events ISG in Poland is followed by IAG in a Member State to which the goods are dispatched.

ISG is subject to 0% VAT rate. Although invoices issued with relation to ISG do not include VAT, the supplier is entitled to deduct input VAT suffered upon purchases of goods and services associated with ISG.

In case of ISG, a consignment store procedure can also be applied. However a condition sine qua non is that a EU purchaser is a VAT taxpayer obliged to indicate the performed transfer of goods in a EU country being a country of a transfer finalisation or a country of dispatch in the same month in which on the part of the Polish taxpayer a tax obligation on the delivery arose.

Deduction of input VAT

The distinctive feature of VAT is neutrality. A taxpayer is therefore entitled to deduct its input VAT, i.e. VAT incurred upon purchases, from output VAT resulting from its sales. Surplus of output VAT over input VAT constitutes the tax payable to the State Treasury. In turn, surplus of input VAT over output VAT, depending on a taxpayer's decision, is subject to direct repayment from tax office or decreases output VAT in the next VAT settlement periods.

In the period from 1 January 2011 till 31 December 2012 the right to deduct input VAT on purchase of certain vehicles whose total weight does not exceed 3,5 ton has been limited. In case of these vehicles as in case of passenger cars, it shall be possible to deduct only 60% of VAT however not more than PLN 6.000. Simultaneously, in the stipulated above period users of these vehicles will not be able to deduct VAT on purchase of fuel.

The Polish VAT law provides for refunds of the surplus of input VAT over output VAT within 60 days of the day of submitting tax return. Under certain circumstances the period may be shortened 25 days. The entities that did not sell in the given settlement period shall receive the refund within up to180 days unless they provide a tax office with an adequate guarantee (in the form e.g. bank guarantee or a bill of exchange endorsed by a bank).

Tax rates

Polish tax law provides for 4 VAT rates. As of 01.01.2011 the basic rate is 23%, which is applied to majority of goods and services. The other rates are as follow:

- 8% – applies to certain goods and services, e.g. goods related to fire portection specific groceries, gastronomy services, services of hotels, folk art articles, supply, construction, modernisation and rebuilding of buildings within the framework of social housing programme (i.e. houses not bigger than 300 sq. m. and flats not bigger than 150sq. m.),
- 5% – applies to supply of books and branch magazines as well as to certain (basic) food products.

The rate of a special significance is a 0% rate. It is mainly applicable to export, intra-Community supply of goods and international transport services. Taxpayers enjoying 0% rate are not deprived of the right to deduct input VAT suffered upon purchases related to the activities subject to this rate.

It is envisaged that the VAT rates of 23 and 8% shall be applicable not longer than till 31 December 2013 and afterwards they are expected to return to the level of 22 and 7% correspondingly unless the Polish public debt exceeds 55% of gross national product. In the latter case another increase of rates is envisaged up to maximum 25 and 10% correspondingly.

Polish tax provisions provide also for some exemptions from VAT. Starting from 1 January 2011 the scope of exemptions has been significantly limited. Activities subject to such exemptions are e.g.: financial, educational, health and cultural services. The exemption excludes however deduction of input VAT related to the exempt transactions.

Taxable amount

The taxable amount (tax base), along with VAT rate, determines the value of output VAT. However, the amount of VAT payable to the tax office corresponds to the surplus of output VAT over input VAT.

Taxable amount is turnover, which is the amount due from sales reduced by the amount of tax. The taxable amount should include everything which constitutes the consideration to be obtained for the supplies made including subsidies directly linked to the price of such supplies.

In respect of importation of goods, the taxable amount constitutes the value of goods determined for the customs purposes, increased by customs duties due. If the imported goods are subject to excise tax, the taxable amount is additionally increased by the excise tax.

Tax liability (chargeability of tax)

As a rule, tax liability arises at the moment the goods are delivered and services are performed.

The Polish VAT law provides however for a number of exceptions to the above rule. Tax liability may therefore arise:

- at the moment of issuing invoice, not later however than on the 7th day after the day of delivery of goods or service provision, if the transaction was to be confirmed by invoice,
- at the moment of receipt of payment, including partial one, before delivery of goods or performing the service,
- at the moment of receipt of the payment, in whole or in part, however not later than upon the lapse of the time limit for payment specified in the contract or invoice – in the case of the lease services or transactions of similar nature.

With regard to ISG and IAG, tax liability arises on the 15th day of the month after the month of supply. If however an invoice had been issued before this term, the tax liability arises at the moment of issuing the invoice.

In case of import of services (services purchased by a Polish VAT taxpayer who is obliged to settle VAT with reference to the services) tax liability arises with the moment of provision of the services considering that:

- services for which consecutive payment or settlement dates are agreed are deemed to be provided with the end of each settlement period (e.g. month, quarter of a year),
- on-going services to be rendered in a period exceeding one year are deemed to be provided with the end of each tax year till the moment of cessation of the service rendering.

Place of supply

Provisions defining place of supply are of great importance as regards taxation of international transactions. They directly indicate the country entitled to levy VAT on a given transaction. A given Member State may impose VAT only on those transactions, which according to relevant provisions, are executed on its territory.

In the case of **goods dispatched or transported**, place of supply is defined as the place in which the goods are located immediately before their dispatch or transportation. Supply of goods which **are not transported** is considered to be effected in a place where the goods are at the moment of supply. In the case of the goods installed or assembled by a supplier or for his benefit, the place of installation or assembly is considered to be the place of supply.

Following the amendment to Council Directive 2006/112/EC on the common system of value added tax, starting from January 1st, 2010 rules for determination of a place of taxation in case of services have been changed also in Polish provisions. First of all a principle was introduced that in case of majority of services rendered by Polish taxpayers for business entities from abroad as well as in case of services purchased by Polish taxpayers from business entities from abroad – the VAT is settled by the purchaser of the service. In case of services rendered by Polish taxpayers for entities without a status of VAT taxpayers , the services as a rule are settled at the local (Polish) VAT rate.

The VAT provisions provide however for many exceptions in this respect:

- services connected with immovable property, including the services rendered by estate agents and experts, accommodation in hotels and holiday centres and preparing and coordinating construction works, such as services of architects and of firms providing onsite supervision – the place of supply is the place where the property is situated;
- restaurants' services and catering are subject to taxation in a place where they are actually carried out;
- short-term rental of transport means is subject to taxation in a place where the transport means are actually placed at a customer's disposal; a short-term rental is disposing of transport means incessantly in the period of 30 days, and in case of sailing units – 90 days.

Taxpayers exempt from taxation

Taxpayers who recorded in the previous tax year the turnover not higher than 150.000 PLN (the limit is in force starting from 1 January 2011) may enjoy tax exemption except for certain exclusions (e.g. advisory services). Therefore, despite performing taxable activities within the framework of their business activity, they are not bound to charge VAT upon their sales. Simultaneously, however, they would not be entitled to deduct input VAT.

Payment of tax

As a rule VAT is settled on a monthly basis. However it is possible to choose a possibility to settle VAT on a quarterly basis. The possibility primarily envisaged only for so called “small taxpayers” with turnover in the previous year not exceeding EUR 1.200.000 as of 1 January 2009 is accessible for all taxpayers .

Tax returns shall be submitted to a relevant tax office up to the 25 day of the month following each month or each quarter. Up to this date a payment of tax for a given settlement period shall be executed into the account of the tax office. Starting from January 1st, 2009 entities other that “small taxpayers” are entitled to submit quarterly returns but are obliged to pay tax – either in the form of a lump sum or resulting from the settlement – on a monthly basis within 25 days of the month following the month settled.

Procedure of VAT refund to foreign entities

The rule being in force from January 1st, 2010 is that VAT is refundable to foreign entities on their application if such VAT results from invoices documenting goods or services purchased in Poland or from customs duty documents (in case of import of goods) and if these goods or services were used by the foreign entities to undertake activities authorising to decrease output VAT by the amount of input VAT on the territory of the State in which they settle VAT or a tax of a similar nature. It should be underlined that non-EU taxpayers are eligible for VAT refund subject to reciprocity rule.

The procedure of VAT refund to foreign entities is set out in the Regulation of the Minister of Finance dated of 24 December 2009 (hereinafter referred to as “the Regulation”). Pursuant to this Regulation in order to obtain VAT refund the following conditions have to be met jointly within the period covered by the application:

- the applicant shall not have its place of residence, registered seat nor permanent place of activity in Poland,
- the applicant shall be registered as VAT (value added tax) or similar tax taxpayers in the country of its residence, registered seat or permanent place of activity,
- the applicant shall not be registered as VAT taxpayer in Poland,
- the applicant shall not perform within the territory of Poland activities being subject to Polish VAT (apart from certain activities, mentioned in the Regulation, including, among others, transactions settled pursuant to reverse charge rule).

An entity authorised to apply for VAT refund, having its seat or residence in other than Poland EU member state, submits the application to the Second Tax Office Warszawa Śródmieście via electronic communication through tax authorities in its state.

An entity from another country (from outside EU) submits an application in writing on a form envisaged in the Regulation directly to the Second Tax Office Warszawa Śródmieście.

The application for VAT refund may refer to periods not shorter than three months and not longer than one tax year. As a rule, the application concerning any given year has to be filed until 30 September of the following year , however – on the basis of specific rules – applications concerning the year 2009 may be submitted till 31 March 2011. The amount of VAT to be refunded may not generally be lower than the equivalent in PLN of EUR400(if the application refers to a period shorter than one tax year but not shorter than 3 months) or EUR50 (if the application refers to the whole tax year or a period shorter than 3 last months of the year). The application has to be prepared in the Polish language. The application should be filed with the Head of the Second Tax Office – Warszawa Śródmieście along with the following:

a. in case of applications submitted electronically:

- information specified in Annex 1 to the Regulation,
- copies of invoices or customs duty documents, if the tax base specified on the invoice or the customs duty document is higher than equivalent in PLN of EUR 1.000 or the tax base specified on the invoice documenting purchase of fuel is not lower than EUR 250,

b. in case of applications in writing on the form envisaged in the Annex 2 to the Regulation

- originals of VAT invoices and/or customs documents, from which VAT refund results, and
- the original of a certificate (hereinafter referred to as “the Certificate”) confirming that the entity applying for VAT refund is registered as the VAT taxpayer in the country of residence, registered seat or permanent place of activity.

The Certificate should be issued by tax authorities of the country of residence, registered seat or permanent place of activity of the applicant. The form of the Certificate constitutes an appendix to the Regulation. If local tax authorities use different forms of certificates they are generally accepted, if these forms contain all information required by the Polish form.

According to the Regulation the VAT should be refunded within four months from the date of filing the application. However the above mentioned term may be extended if the application requires additional verification.

The amount of VAT refunded is transferred in PLN to the bank account of the applicant. If the VAT is transferred to an account opened in a foreign bank, the Polish tax authorities do not bear banking charges related to the transfer.

PROVINCES

This sections contains basic information about Polish regions and main cities, their economic performance and investment opportunities.

photo by: Andrzej Brzezinski www.abstudio.info

Masovian Voivodeship

Masovia is the most rapidly developing region in the country and at the forefront of the national transformation. The rapidity of the Polish transformation is most clearly visible here. This is the largest Polish province in terms of population, with a young and well qualified workforce and with the lowest unemployment rate.Here, in the the most heavily populated voivodeship, the largest Polish and international firms have located their headquarters and there are presently almost half a million firms operating here. Warsaw – the region's major city and Poland's capital is the headquarters of 43 of the top hundred Polish companies, with almost 30% of foreign corporations choosing it as their base of operation. The prevalent economic sectors in Masovia are trade, telecommunications, financial services, insurance, IT, the motor industry and petrochemical industry. Warsaw is striving to become one of the leading regional business centers of Europe, by developing its transport and communications links. Warsaw's Okęcie airport already handles over 80% of the passengers arriving in Poland by air. Most of the region's population lives in towns, with greatest population density in the Warsaw agglomeration, although the voivodeship also has the largest rural population in Poland, with one in four people working in agriculture. In Masovia 30% of the country's total acreage of orchards can be found, i.e. every third fruit tree in Poland.

Investment opportunities

- A large concentration of business entities,
- Highest nationwide income levels,
- A location on the trans-European transport corridors; a well developed rail network and the country's largest airport which all ensure connections to the major cities and countries of Europe and the world,
- The greatest level of innovation (investment in R&D is among the highest in the country),
- The most frequently visited region by tourists; the development of the tourist sector is aided by a good network of communications with European cities, a high standard of hotel services , telecommunications and financial services,
- The position of the voivodeship is largely dictated by the position of Warsaw, the state's and the region's capital, a city of international importance. Warsaw is characterized by the most dynamic economic changes, large reserves of well qualified personnel and a rapid privatization rate,
- The Warsaw Stock Exchange – is a center for business capital for Central and Eastern Europe.

Warsaw

Warsaw, the capital city of Poland, has a booming economy almost free of unemployment. It offers an attractive business environment with a full range of modern business services and well-trained professionals familiar with western standards. It is the financial centre of this part of Europe and an important consumer market. It has become the focal point of foreign investments and a driving force in the development of the entire country's economy.

One great advantage of Warsaw is its labor market. Twenty percent of Warsaw's population boast a university degree. The unemployment rate is the lowest in Poland (5,1 percent). Warsaw's job market attracts the most promising youngsters from all over Poland.

Services is the most important economic sector in Warsaw, employing over 70 percent of the total working population together with retail. The biggest growth in recent years has been in banking and finance. Warsaw has become the financial center in this part of Europe. Private financial institutions are concentrated in Warsaw. The National Bank of Poland is located here as well as the Warsaw Stock Exchange, which is considered particularly attractive to investors and the best of its kind in Central and Eastern Europe. Twenty-five percent of its total transactions involve foreign capital.

Polish Business Roundtable Club

Elegant venue with a unique atmosphere

KLUB POLSKIEJ RADY BIZNESU

The Club was founded in 1997 by the Polish Business Roundtable – an organization of elite Polish entrepreneurs, created to help consolidate the business community and promote economic growth in Poland.

The Club is located at the elegant Sobański Palace in Aleje Ujazdowskie – one of the most prestigious streets in Warsaw. Club's symbol – the David statue – has been standing in the gardens of the Palace since 1897. The statue is a perfect replica of the original created in 1430 by Donatello, one of the greatest sculptors of the Italian Renaissance. The engravings on the statue „Vincit vim animus" explain that it is a symbol of victory, courage and ingenuity.

The premises of the Club include an award-winning restaurant (Amber Room), brasserie, bar, two terraces and several private meeting rooms. These unique facilities combined with excellent modern Polish cuisine and professional service, make the Sobański Palace an ideal venue for both professional and social gatherings.

Interesting Events

The Club is a place not only for business and political meetings and lectures, but also social events. Exclusively for members, club evenings, exhibitions, culinary and alcohol degustation and parties are organized regularly. For example: breakfast meetings with Harvard Business Review, fashion shows, Wine Academies and degustation dinners conducted by the owners or representatives of luxury brands (Max Mara, Maurice Hennessy, Denis Roland Billecart).

International Connection

In 2006, the Polish Business Roundtablet Club joined International Associate Clubs (IAC), which is a global network, associating over 200 of the best known private clubs around the world, from purely business "city clubs" to luxury holiday resorts. The aim of the IAC is to create a network of exclusive, private membership clubs. Traveling around the world, our club members can enjoy the privileges offered by these clubs, which are located in over 40 countries. The clubs offer a wide variety of amenities: excellent restaurants, modern conference rooms, and sports facilities.

Business Networking for Foreigners

There is no better place in Poland to get in touch with local entrepreneurs, kickstart your networking and learn about the peculiarities of doing business in Poland, than the Polish Business Roundtable Club. The Club already enjoys the trust of foreign investors and businessmen and is always open to welcome new members from abroad.

Polish Business Roundtable Club
Al. Ujazdowskie 13, Warsaw,
tel. (48 22) 523 66 77
www.kprb.pl

Lubuskie Voivodeship

Almost half of the region's area – 48 % – is woodland, there are about 500 lakes, many castles, palaces and manor houses, often hidden away in remote places and which even today are outstandingly beautiful. A particularly interesting historical object can be found at Kożuchów, which has the longest defensive walls in Europe. The Lubuskie Voivodeship lies on Poland's western border with Germany, east of the Odra River. The towns have favorable locations, particularly for developing economic cooperation with Germany (14 border crossings). A characteristic economic feature is the presence of industrial plants in small towns, villages and even in the countryside, as is the fact that 94% of economic entities operate in the private sector.

www.lubuskie.pl

www.lubuskie.pl

Investment opportunities

- Well developed road and rail network, many border crossings (road, railway and river check points) enable the swift transfer of goods,
- Close proximity to the large western EU markets, many institutions and firms to actively support business and economic cooperation with neighboring countries,
- Dynamic growth in the private sector,
- A large number of companies that are partially owned by foreign capital, when compared to other regions,
- The possibility of obtaining gas from local suppliers and also from international gas pipelines,
- An unspoilt environment, favorable to the development of tourism and agritourism enterprises.
- The presence of Kostrzyn-Slubice Special Economic Zone (www.kssse.pl)

Invest in Lubuskie

Regional Development Agency in Zielona Góra
Investor Assistance Centre (within the Regional Development Agency)
65-001 Zielona Góra,
ul. Chopina 14
agencja@region.zgora.pl
www.investinlubuskie.pl
Tel: +48 (68) 329 78 38
Fax: +48 (68) 329 78 39

Lower Silesia

Lower Silesia (Dolny Śląsk) is located in the South-Western corner of Poland and shares borders with the Czech Republic and Germany. The particular climate, the beautđy of the mountain scenery and the mineral water spas altogether mean that there are excellent conditions for rest and relaxation. It is also the most heavily urbanized voivodeship in the whole country, with a population density 20% higher than anywhere else. The basis for the successful economic development of Lower Silesia is not only its natural environment, but also the dynamically growing economy, which is geared towards close inter-European cooperation. Within the region, there operate 300 thousand business entities, of which 5.8 thousand are businesses partly owned by foreign capital. Lower Silesia is an important economic, scientific and cultural centre, the activities of which reach far beyond the boundaries of the voivodeship.

The Race of the Piasts (Bieg Piastów), which is located on the Jakuszycka Field, in the Izerskie Mountains, is the largest skiing event in Poland and attracts competitors from all across the world. Two of the cultural happenings of Lower Silesia are the international festival Wratislavia Cantans and the International Chopin Festival, in Duszniki Zdrój. Another interesting event is the annual reconstruction of the battle of Kaczawa of 1813; at which military enthusiasts gather from all over Europe at Warmątowice.

Lower Silesia offers both work and recuperation.

Investment opportunities

- location in the pan-European transport corridor, the close proximity of the Czech Rep. and Germany and also the relatively short distances to Prague, Berlin and Warsaw,
- tradition of a strong and well developer electro-mechanical industry,
- great academic, scientific and cultural potential (Wrocław is the third largest academic and scientific center in Poland),
- the economy is well developed in many different sectors,
- there is a well developed professional workforce,
- there is a well developed infrastructure in IT and also in transport (road, rail and air).
- a high level of urbanization throughout the region,
- a high level of entrepreneurial investment initiatives, together with a dynamic small and medium sized business sector,
- great possibilities for the development of tourism and recreation across the region.

Dolnośląskie Voivodeship
Lower Silesian Agency of Economic Cooperation
Investor Assistance Centre
Kuźnicza 10
50 – 138 Wrocław
www.dawg.pl
tel.: +48 71/ 344 02 86
cell.:+48 608 362 400
fax: +48/ 71 344 02 85

Wrocław

A city with a thousand-year history, Wrocław reflects Europe's complex past. It has changed hands many times, developing first under the rule of the Piasts, then the kings of Bohemia, and then the Habsburgs. As Breslau, it was a great city of the German East, and since 1945 it has been developing into an important Polish urban center. Famous visitors to Wrocław include Chopin, Goethe, Brahms, Picasso, Steinbeck, and Pope John Paul II.

As the capital of Lower Silesia, Wrocław exerts its influence on the entire region. The proximity of national borders favors economic exchange with the countries of the European Union.

For many years Wrocław has maintained close relations with its partner municipalities: Breda (Netherlands), Charlotte (USA), Department of la Vienne (France), Dresden and Wiesbaden (Germany), Guadalajara (Mexico), Ramat Ghan (Israel), and since 2002, Lviv (Ukraine).

Wielkopolska Voivodeship

The region is located to the west of central Poland, and characterized by a balanced economic development in various directions, a significant level of investment, a high level of technology and openness for external markets. Of particular importance for development of the voivodeship are the Poznań International Fairs, organized over the last 80 years, which promote Poznań's name as a center for administration and the competition for the title of "Poland's trading capital". The Wielkopolska Voivodeship is marked by the significant presence of foreign investors, who place the availability of trained personnel as the greatest incentive for investments. To date, approximately 4.5 thousand businesses have been set up with shares of foreign capital and among these investments German capital predominates. Poznań's educational institutions are ranked among the best academies in the country.

The Wielkopolska voivodeship is an economically active and well balanced region.

Investment opportunities

- located on the East-West transit route,
- high investment activity of the gminas (local authorities), related to grants, or to their self-financing of development,
- a high level of income,
- high rate of industrial productivity,
- balanced economic structure,
- large ratio of private sector involvement in the region's economy,
- well developed business support institutions,
- the largest area of agricultural land in any Voivodeship and high quality of regional agricultural products.

Wielkopolska Voivodeship
Wielkopolska Association of Gminas and Poviats
Investor Assistance Centre
61-713 Poznań Al. Niepodległości 16/18
Tel.:+48 (0) 61 854 19 73, +48 (0) 61 854 14 72
Fax:+48 (0) 61 851 53 95
office@sgipw.wlkp.pl   www.sgipw.wlkp.pl

We invest in the investor

Wielkopolska Region is located in the middle-western part of Poland. Its area is over 30 thousand km2 and it is the second largest out of sixteen regions of the country. It is inhabited by 3.4 million residents. Wielkopolska Region maintains a well-deserved status as a region investors of high interest – both foreign and domestic. The main advantages which attract investors and their projects are: great location, stable and well-developed economy, a good institutional and business-related background, and – perhaps the most important – highly qualified and skill-diverse personnel. Linking science, economy and government creates favorable conditions for entrepreneurship based on knowledge and innovation. Authorities support also creative sectors which really and effectively improve their competitiveness and help to shape public awareness and space.

The economic environment of the region includes international companies investing in the food, chemical, pharmaceuticals, transport equipment and machinery sectors. Foreign investment in the financial sector and in trade is also significant. Increasingly, companies from Business Process Outsourcing decide to invest in Wielkopolska Region. Capital from Germany, France, America, Japan, Ireland, England is present in our region. Companies such as Volkswagen AG, Bridgestone Corporation, GEI Fund

owned by Cofra Concern, Competence Center Open Text, EDP Renewables, Honda, Hempel, Nestle, GlaxoSmithKline, Samsung Electronics Manufacturing

Poland Sp. z o.o, Poland Joskin, Telcordia Poland Arvato Services, Franklin Templeton Investments, Accounting Service Center MAN, Microsoft Innovation Center, Center for Financial Services Carlsberg, Royal Philips Electronics, Exide Technologies – are all present in Wielkopolska.

Special investment zones, industrial parks, investment and logistics centers were created to accelerate economic development. There are more than 2900 hectares of land in our region waiting for investors. Detailed information about investment sites located in the region are in the electronic database of investment offers of Wielkopolska Region:
www.eboi.umww.pl page, which is a specialized information platform for entrepreneurs and investors.

In Wielkopolska Region, over 560 hectares of land are covered by Special Economic Zones. Companies locating their operations there can take advantage of a wide range of pro-investment financial policy instruments, like e.g. lowered rates of local taxes, five-year full property tax exemption.

The clusters operating in Wielkopolska Region are also worth mentioning. They cover such industries as aviation, industrial automation, heating, tourism, information technology and telecommunication, printing and advertising, food and biotechnology.

Last year, the Marshal Office of the Wielkopolska Region organized 30 workshops deepening cooperation between the members of the Cluster Initiatives and the clusters itself, 12 meetings deepening the cooperation with suppliers of knowledge and innovation led to enhanced relationships with the increase of the diffusion of knowledge and technology, creation of 12 studies / analyzes for increasing the competitiveness of the network links. Presence in the cluster enables direct shaping of the environment in which the company operates. It also gives the opportunity to match the local surroundings to fit the needs reported by other actors and provides greater stability and predictability of operating conditions.

Entities commencing operation in the region can count on support, starting with grants, through a range of financial instruments for assistance in locating and developing new job-creating investments. Regional authorities have taken several actions to improve the competitiveness of companies by favoring the emergence and development of innovative businesses and technologies, as well as the commercialization of research results.

Investors and Exporters' Service Center created within the Department of Economy of the Marshal Office of the Wielkopolska Region is responsible for supporting the internationalization of Polish companies by facilitating entrepreneurs' access to comprehensive, high quality and free of charge information services which are necessary for planning, organization and implementation of exports and investments outside of Polish borders. IEAC activities also aim at increasing the level of foreign investment in Poland, offering potential foreign investors access to information on the business environment in Poland including investment incentives.

Investors and Exporters' Service Center

Department of Economy

Marshal Office of the Wielkopolska Region

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COIE
Investors and Exporters Service Centres

The Network of Investors and Exporters' Service Centre of the Wielkopolska Region (COIE) was set up within the system project of the Ministry of Economy. The main responsibility of the Center is to support the internationalization of Polish companies, by means of facilitating access to high quality and free of charge information services including planning, organizing and fulfilment of export and investments abroad.

The COIE services for foreign investors include promotion of investment spots. Business people willing to start their activities in Wielkopolska may count on support of the Network of Investors and Exporters' Service Centre of the Wielkopolska Region which offers complimentary help for investors starting with searching the offers of investment spots, finalizing with information services about setting up business in Poland. Owing to on- going cooperation with bigger and smaller administration entities (Polish: powiaty, gminy) the COIE acts as a middle man in talks with state agencies and also helps in searching for local partners in the following areas: construction, maintenance, services and under-contractors.

Different activities within of investment promotion are being undertaken to enable networking and finding potential investors as well as building relations with the enterprises which have already invested in Wielkopolska.

The investment offer is presented at the biggest fairs in Europe, among the others: MIPIM Cannes, Expo Real Monachium.

The Electronic Database of Investment Offers is being one of the tools of promotion, a special information platform for entrepreneurs and investors.

The Network of Investors and Exporters' Service Centres
Department of Economy
Marshal Office of the Wielkopolska Region

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www.coie.gov.pl
www.umww.pl

Electronic Database of Investment Offers
www.eboi.umww.pl

Poznań

The Poznań Agglomeration encompasses he area where the Polish state first emerged. It was in Poznań that duke Mieszko I founded the first bishopric in the year 968 and king Przemysł II established his capital in 1253, granting Poznań a town charter. Also other localities of today's agglomeration were then transformed into towns. Town privileges were also conferred upon: Kostrzyń (1251), Śrem (1253), Pobiedziska (1257), Środa (1261) and Buk (1289). The period between the 15th and 17th century was the time in which the towns of the agglomeration flourished. In 1793 the area fell under Prussian rule for the next 120 years.

The year 1918 marks the outset of the intensive growth of the agglomeration, which is currently one of the most important centers in Poland, with its highly developed industry, commerce, science and higher education. It is also a center of tourism and culture and belongs tto Poland's leading regions in terms of the economy.

Łódź Voivodeship

The Łódź Voivodeship is distinguished by its central location in Poland and Europe. The capital of the province is Łódź, a city with a great industrial tradition. In the 19th century, the City was the largest industrial center in the country and one of the largest in Europe. It is currently an important academic and cultural centre; a large metropolis and a rapidly developing economic center. During recent years, due to foreign investments the largest cluster of domestic appliance companies in Europe has been established here; here; it is also the location of development of new technologies, modern financial institutions (Philips Corp. has set up a European Financial Services Center) and retail centers.

The Łódź Voivodeship is also a region undergoing fundamental change and creating a new image for itself.

Investment opportunities

- Located in the center of Poland (important in terms of the transport and technical infrastructures),
- A well organized economic infrastructure within the voivodeship's capital – Łódź,
- Large reserves of brown coal, resulting in the voivodeship being the second energy producer in the whole country (following Śląsk),
- One of the largest ratios of private businesses per 100 residents nationwide,
- A great education potential – in Łódź's academies and scientific centers,
- A large concentration of land and capital among individual farmers,
- Sources of geo-thermal water used in Power generation and in health spas.

Łódzkie Voivodeship
Łódzkie Voivodeship Marshal's Office
Promotion and Foreign Cooperation Department
Investor Assistance center
ul. Traugutta 25, 90-113 Łódź
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Lesser Poland Voivodeship

The Lesser Poland Voivodeship is above all the centre of the nation’s cultural heritage and unique natural environment; tattracting tourists from all over Europe. It is the eighth place listed on the UNESCO World Cultural and Natural Heritage list and boasts almost 100 historical places and monuments of the highest class. The life of the region is marked by the biographies of famous people who were born in the region and have moulded its history, amongst whom the most important has been John Paul II. The voivodeship’s capital Krakow with its monuments and unforgettable atmosphere, is today filled with the rhythm of modern life. Within the boundaries of what had been the city’s medieval walls, there are 300 historical houses and 58 churches and palaces. The Old Town’s market square is the biggest market place of medieval Europe and its checkered urban pattern has remained unchanged for hundreds of years. The historical center of Krakow, with its many ancient buildings, fragments of the city walls, the fortified Florian Gateway and the Arsenal, together with the Royal Castle and Cathedral at Wawel, are the foundation of Polish cultural heritage and are a gem of European tourism. Today, Krakow’s districts of Stradom and Kazimierz, once separate towns, stand out for their charm and maintain an ambience of the period. An unusual attraction of the Lesser Poland region, is the salt mine at Wieliczka, one of the oldest operating mines across the world, where salt has been dug since the 13th century and includes many unusual historical and natural features. In Lesser Poland, there are 10 national parks, including the Tatra National Park in Zakopane: “Poland’s winter capital”, a veritable Mecca of winter sports and a tourist center.

Lesser Poland iis Poland’s historical cradle, a region open to tourists, where modernity is built upon tradition.

Investment opportunities

- Great R&D potential in Krakow’s higher education institutes and scientific centers
- There’s an active high technology sector
- Large reserves of well trained personnel
- Rich in natural resources
- A well developed banking sector

- A well developed network of business support institutions
- An advanced data communications infrastructure

Małopolskie Voivodeship
Małopolskie Regional Development Agency
Investor Assistance Centre
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Kraków

Krakow is currently inhabited by approximately 760 thousand permanent residents, but every year it also becomes a home to several thousand or more people who live here temporarily, mainly students. Krakow is the second largest city in Poland. It is not only the administrative center of the Lesser Poland Voivodeship, but also an intra-regional scientific and economic center – a valuable partner for its investors. The city is the corporate seat of international banks, associations supporting business activities and chambers of commerce (among others the British-Polish Chamber of Commerce, the American Chamber of Commerce, the Krakow Merchant Congregation.) Its position is confirmed by its high credit credibility ratings.

The economic significance of Krakow is reinforced by the demographic potential of the region – approximately 8 million people live within a 100 km radius of the city. This constitutes an accessible potential market. An additional advantage

Silesian Voivodeship

The Silesian Voivodeship is in terms of its surface area on the 14th place in Poland, whilst in the context of its population it is second. It lies in southern Poland, bordering with Slovakia and the Czech Republic on the south. It is the country's most highly industrialized area and one of the most heavily industrialized regions in Europe. Until recently it was inextricably linked with heavy industry and while this continues to dominate (60 mines, 18 iron and steel foundries), other sectors are currently rapidly developing, in particular the automotive industry. Silesia is a region of miners, beautiful traditions and the development of modern industry.

Investment opportunities

- the most heavily industrialized and urbanized region in Poland,
- an absorptive and great potential market – almost 5 million people,
- well developed road and rail transport, together with a good communications infrastructure,
- an international airport for Katowice in Pyrzowice, ensuring national and international communication,
- varied investment possibilities: industry, services, development and modernization of infrastructure, tourism and recreation as well as agriculture,
- the second region in the country in regard to the number of large investments located,
- a strong and diversified R&D background (over 30 higher education institutes, many R&D centers, 200 thousand students),
- active cross-border cooperation with the Czech Rep. and Slovakia.

Śląskie Voivodeship
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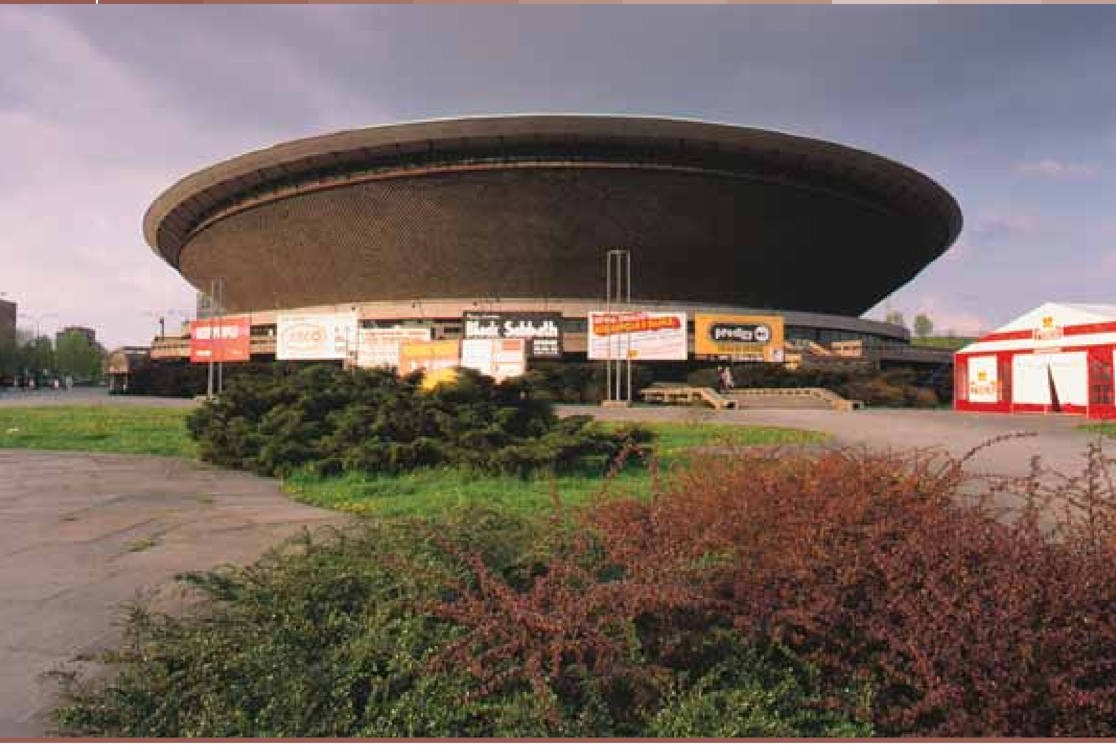

Katowice

Katowice, the capital of Silesian Voivodeship, is the heart for more than 2 million people. Upper Silesian Agglomeration is the most important economic, academic and cultural center in the southern part of Poland. Katowice City is very attractive to investors, not only because of the well qualified human potential and convenient location in crossing point of trans – European routes linking Poland with Czech Republic, Slovakia, Germany and Ukraine, but also because of the well developed infrastructure.

Katowice, the capital of the Upper-Silesian region and formerly a town identified exclusively with heavy industry and workers' houses, is now a real European city where tradition meets modernity.

Nowadays, Katowice with the population of 320 thousand residents is a city of dynamic transformations, open to changes, attracting young people who associate their future with the city. In the first place it is them to whom the city authorities address their projects of social and town planning.

Pomeranian Voivodeship

With its charm of beautiful beaches, woodlands and lakes, the Pomeranian Voivodeship is located to the north of Poland on the Baltic Sea. The region is characterized by the urban area of the „tri-city": Gdańsk – with its 1,000 year history, Gdynia – a modern port and industrial city and Sopot – Poland's most popular seaside resort, with the longest wooden pier in Europe. The treasure of the land is amber. Creations made of Polish amber, made by Pomerania's artists and artisans, can be found all over the world.

The one-thousand-year-old Gdańsk, with its historical monuments, many of which belong to the List of World Heritage Sites,, theaters, exhibitions, museums and a concert hall constitutes the center of northern Poland cultural life. Gdynia, the youngest of the three urban areas, placed first among Polish cities caring for its residents.

The Pomerania region is a picturesque and rugged postglacial land with over 400 lakes, a scenic Szwajcaria Kaszubska and inhabitants called the Kashubs who preserved their own language and architectural style, including the culturally ethnic area of Kociewo, with its characteristic dialect and folklore.

The Pomeranian Voivodeship has traditionally been Poland's "window unto the world", rich in tradition and rapidly developing modernity, imported with the continual flow of merchant ships.

Investment opportunities

- direct access to the sea,
- a well developed industrial and maritime background,
- a varied economic structure,
- a well developed small and medium sized business sector,
- the Gdańsk, Sopot and Gdynia urban area – is one of the main areas of economic growth in the whole the country,
- a high technology industry, particularly in: the petro-chemical, freight handling and shipbuilding sectors,
- a great agricultural potential in the Żuławy Valley,
- good possibilities for exports from the shipbuilding sector,
- attractive residentially.

Pomorskie Voivodeship
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The Tricity
Gdańsk

In its "golden age" the city enjoyed the specific status of a municipal republic. It was also a melting pot of cultures and ethnical groups. The air of tolerance and the wealth built on trade made culture, science, and art flourish. Today, the works of the outstanding Gdańsk master craftsmen can be admired in museums, churches, and galleries. These collections, as well as the historic sites of enchanting beauty are a witness of the thousand years of the city's continued existence. The break-through events of the most recent turbulent period are documented in the multi-medial exhibition: "Roads to Freedom" arranged in the historic BHP hall of the Gdańsk Shipyard. The exposition recalls the local struggle for freedom and justice, and the birth of the first Independent Trade Union in Poland, "Solidarity". These developments ,triggered the avalanche that toppled communism in Europe.

Gdynia

The Gdynia port has always been Poland's gateway to the world. Gdynia is situated at the crossroads of international rail, road and sea transportation routes linking Poland with all major cities of the continent.

In 1918, after 123 years of partition, Poland regained independence. Under the agreements of the Versailles Treaty the country also gained access to the sea. But Poland still had to fight for its economic independence. The construction of a naval base and a commercial port were the road to independence and prosperity and thus became a priority. A small fishing village called Gdynia was chosen for the location for

Poland's national port – the largest investment of the inter-war years. Within no more than 15 years the village was transformed into a modern, buoyant city of over 120 thousand inhabitants – a city open to the world. From this time onwards Gdynia has developed to become the symbol of entrepreneurial activities, a synonym of success. Today, the residents of Gdynia are the third or even fourth generation of the founders and constructors of the city – the successors of people that linked their future with Gdynia determined to succeed there. And like their ancestors before them, today's entrepreneurial inhabitants of Gdynia are the proof of the city's attractiveness and openness.

Sopot

With the investments from the state budget and local authorities as well as projects financed by the European Union funds and private investors, Sopot's national and international transport accessibility is improving steadily. The recent years also witnessed an increased focus on better co-ordination of public transport services within the Gdańsk Metropolitan Area. New transport solutions include not only a single metropolitan ticket but also sea shuttles that connect Sopot with Gdańsk, Hel, and soon also Gdynia, throughout the summer season.

Kuyavia and Pomerania

Vast, beautiful forests, clean rivers, a countryside where tradition still lives,, together with historical sights and well known health resorts, make up the Kuyavia and Pomerania Voivodeship. The region lies in the central part of Poland, astride of either side of the Vistula, Poland's largest river. Agricultural production provides for 30% of the region's industrial output.

Investment opportunities

- Industrial traditions,
- Large numbers of highly qualified engineering and technical personnel,
- A large supply of personnel in research and development (many higher education institutes),
- A leading role within Poland in the field of developing the IT structure,
- A concentrated population: in the Bydgoszcz and Toruń urban areas and in other towns,
- A highly developed agricultural economy including and a well developed food processing industry,
- A clean environment supported by advanced environmental protection projects,
- A strong and well developed social infrastructure (the country's leading medical institutions, a broad range of health centers and sanatoriums, important cultural centers and a good educational system),
- A good climate for investments and allocating capital.

Kujawsko-Pomorskie Voivodeship
Kujawsko- Pomorskie Voivodeship Marshal's Office
Investor Assistance Centre
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pl. Teatralny 2
www.kujawsko-pomorskie.

Subcarpathian Voivodeship

The Subcarpathian Voivodeship lies in the south-eastern corner of Poland. There are great height amplitudes across the region and rare types of flora and fauna uncommon in other regions, can be found here. Due to its uniqueness, Podkarpacie is one of the most attractive voivodeships for tourism. The Sandomierz Basin, the Lower Beskidy and the Bieszczady – are three geographical regions of Podkarpacie, in which well located agritourism and tourism centers attract people to come and stay throughout the year. The Podkarpacie region is renowned for its rich mining and mineral deposits: i.e. sulphur, crude oil, natural gas, gypsum, sandstone and lime, extracted daily from modern mines. Apart from the natural development of industrial sectors based on the region's natural deposits: the food industry, pharmaceuticals, aviation and IT are all well developed.

The Podkarpackie Voivodeship is a Polish region that is dynamically expanding its industry and tourism.

Investment opportunities

- The close proximity of the developing markets of central and eastern Europe
- Eastern EU border,
- Special Economic Zones, Technology Parks – areas favorable to business,
- A great tradition and technical potential in the engineering and electro-mechanical sectors and in the chemical industry supported by the large academic sphere,
- A very dynamic aviation sector – an active Group Association for the Aviation Industry "Aviation Valley",
- The structure and age of the population are favorable to economic development,
- A well developed network of non-government organizations supportive to regional development,
- Well trained workers and relatively low labor costs,
- Competitive prices for industrial land.
- www.ocrg.opolskie.pl

Podkarpackie Voivodeship
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Lublin Voivodeship

The Voivodeship of Lublin, is a region famous for its hospitality. For centuries it has reconciled the religious and cultural traditions of many nationalities. It is located in Eastern Poland, connecting Central Europe with Eastern Europe. Its location adjacent to Ukraine and Belarus provides it with an additional potential for growth.

The Lublin region is renowned for its ecological food production. Thanks to favorable climate and fertile soil, traditional family-based farms and also due to the region's clean environment, the Voivodeship has become very important in the production of organic foods. The Lublin region is renowned for its orchards and its soft fruits such as raspberries, blackcurrants and strawberries. Another advantage of the Voivodeship is the broad and continually expanding variety of agritourism offers, which are prepared for guests interested in staying on farms, becoming accustomed with local tradition and foods. Riding enthusiasts, cyclists and hikers will find thousands of kilometers of tourist trails throughout the many national parks.

The Lublin Voivodeship is a dynamically developing agricultural region, specializing in orchards, and also a region where traditional organic food is produced and is the perfect place for rest and recreation.

Investment opportunities

- Located on an international transport route – the East-West trans-European corridor, adjacent to the Belarusian and Ukrainian markets,
- Great potential in education, including R&D facilities in the higher education institutes,
- Large reserves of cheap labor,
- Good conditions for development of agriculture, food industry, mechanical industry, timber industry, offshoring services and tourism,
- Trans-border institutional cooperation under the framework of the Euro-region along the river Bug.

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Opole Voivodeship

The most important distinction of the Opole Voivodeship is the resourcefulness of its residents. The region lies in the south-west of Poland in the river Odra's catchment area, in the Śląsk Depression. Opole is a multi-cultural region. Over many generations the people here have kept to their traditions, they often originate from other regions and today all work together for the advancement of their region of Poland. Industry and agriculture are two significant pillars of the region's economy. There are many different branches of industry developing here, the most important of which are: the food industry, fuel and energy, chemicals, cement and lime, electromechanical, foundries and metallurgy and furniture. Opole is among the voivodeships most favored by foreign capital in Poland. The Opole countryside is very prosperous today; it is very beautiful and has a rich cultural and business environment. The excellent climate and natural environment have also enabled tourism to develop here.

Investment opportunities

- Location on the trans-European transport and communication routes,
- Rapid development in higher education,
- High level of development in agriculture – large social initiatives and good possibilities for manufacturing,
- Potential for the development of food processing,
- Location near the Polish-Czech border, and also affiliation to the Pradziad and Śląsk Euro region,
- Natural resources and opportunities for specialization in the sectors that support construction industry.

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Podlasie Voivodeship

The Podlasie Voivodeship is on the EU's eastern border with Lithuania and Belarus. The northeastern part of Suwałki is particularly beautiful, with large areas of woodland and the forests of: Białowieża, Knyszyn and Augustów; the marshland valley of the Narew river and the picturesque river Bug's valley, famous for its Biebrza marshes, all of which have made the region a tourist haven. Due to the specifics of the natural landscape it is a great place for rest and recreation, whether it is cycling, hiking or canoeing.

The Podlasie Voivodeship is also an agricultural region, which is very important for the production of wheat and potatoes. The food industry has expanded rapidly here, particularly in the processing of milk, meat, poultry and cereals; together with light industry, timber, building and construction and the mechanical sector.

The Podlasie Voivodeship is a natural tourist area, ideal for healthy holidays and also a leader in the processing of both meat and dairy products, building a modern economy on the basis of its traditions.

Investment opportunities

- location on the borders of Lithuania and Belarus,
- a good road network,
- a well developed education system both of school and higher-education level,
- a growing number of private businessmen and an increasing level of activity among entrepreneurs,
- natural conditions that are favorable for the development of agriculture, food processing, timber, building and construction,
- good conditions for the development of tourism and agritourism.

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Świętokrzyskie Voivodeship

The Świętokrzyskie Voivodeship is one of the ecologically purest regions of Poland. It lies towards the south of Poland and has, as its neighbors the regions with the largest urban areas and concentrations of population, in: Warsaw, Krakow, Katowice, Lublin and Łódź. It is made up of three areas of land: the Świętokrzyskie Hills, the Ponidzie and the Sandomierz Plateau. The regional capital is Kielce. The Świętokrzyskie Hills are amongst the oldest in Europe and one of Poland's greatest attractions. The geological structure of the Świętokrzyskie area is favorable for the production of cement and plaster, which are used across all Poland, as well as being extensively exported; the Voivodeship stands out for the presence of Poland's largest building firms. Other sectors of industry are: metallurgy, mechanical and precision engineering, food and textiles.

Investment opportunities

- large reserves of human resources for the needs of industry and business,
- a developed economic infrastructure, including financial institutions in Kielce and the other large towns of the district,
- great opportunities for developing production in food and farming,
- rich in mineral deposits used in the production of building materials,
- rich sources of medicinal mineral waters,
- a well developed structure of health resorts and sanatoria, hotels and guest houses.

Świętokrzyskie Voivodeship
Świętokrzyskie Voivodeship Marshal's Office
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Invest
in Świętokrzyskie

Świętokrzyskie
a good place for investments

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Warmian-Masurian Voivodeship

The Warmian-Masurian Voivodeship is a region located in the north-eastern corner of Poland. It is the most ethnically diversified section of Poland. Apart from Poles, there are also: Ukrainians (app. 80,000 people), Germans (20,000), Romany and Belarus peoples.

Warmian-Masurian Voivodeship is characterized by a natural landscape dominated by lakes, rivers and canals – which are connected together to form long distance water routes; there are also forests and woodlands that cover around 30% of its surface. These areas arouse great interest from tourists from around the world. Due to the nature of the region, the tourist industry has developed extensively in Warmia and Mazury. Enthusiasts of sailing, canoeing, windsurfing, fishing and diving can find wonderful places for their activities here.

Apart from tourism, the fields of organic farming, the production of organic food, the timber and furniture industries are developing steadily.

Warmian-Masurian Voivodeship is a region, in which particular weight is attached to the preservation of the natural and cultural heritage.

Investment opportunities

- located on the external border of the EU with the Russian exclave of Kaliningrad, near the projected motorways A1 and the Via Baltica,
- favorable conditions for the development of ecological spheres of industry,
- a great potential for agricultural production and food,
- the pure natural environment of the region provides a high potential for the development of tourism and agri-tourism.

Warmińsko-Mazurskie Voivodeship
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Western Pomeranian Voivodeship

The region is an ideal place for rest and relaxation. Wonderful beaches, a clean sea, lakes, rivers, forests and National Parks, that are all unspoilt by human activities – these are true oasis' created for peaceful rest. History and art lovers will be truly enthralled by the treasures of the West Pomeranian region. The West Pomeranian Voivodeship borders with the Baltic Sea to the north and with Germany to the west. Some of the continent's most important trade routes criss-cross here – it is close to Berlin, Copenhagen and Stockholm! People can reach the area on aeroplane, train, ferry or by car. The Voivodeship's capital is Szczecin, which with its maritime, industrial and scientific background has a role that's far greater than that of a border town. Until recently the region was only thought of in connection with the shipbuilding industry and farming. Today it endeavors to develop many sectors, in particular those connected with modern technology. Western Pomerania is a borderland between cultures, styles, influences, which is proud of its turbulent history and building itself a new identity founded upon an extra-regional presence.

Investment opportunities

- direct access to the sea,
- situated at the junction of important international north-south and east-west transport routes; lies on the internal EU border with Germany,
- well developed industrial and port infrastructure,
- large rural areas and woodlands,
- well developed higher education system and scientific base,
- dynamic development of business support institutions,
- rapidly developing private sector, ncluding the services sector,
- well developed agritourism infrastructure.

Zachodniopomorskie Voivodeship
Zachodniopomorskie Voivodeship Marshal's Office
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Karlino - the perfect location for business

Karlino is a very dynamic and investment-oriented community located in the north-eastern part of the Province of West Pomerania

Mr. Mayor, can one benefit from investing in Karlino?

- Karlino county has a **wide offer of grounds for** both **investment** and related to tourism projects. **In our offer you can find plots of land the area of approx. from 2500 m2 to 180 ha, which makes us prepared for just about every investor.** The plots of land are located **along major transportation routes,** in industrial zones and are **equipped in all available media.** The grounds in the economic zone have **current development plans.** In Karlino it is possible to divide the plots according to the needs of potential investors, we are very flexible in this respect and this is what makes our offer so special.

The Economic Zone certainly provides tangible benefits for investors

An entrepreneur operating in the Special Economic Zone in Karlino can benefit from the **income tax exemption up to the amount of 60% of the investment value or two-year labor costs.** Illustrating this in numbers **each million** of Polish Zlotys **spent** for investments allows for up to 600 000 Polish Zlotys exemption from income tax, which **means about 3.2 million of exempted income.**

I would like to underline the fact that the **economic zone is not only for large companies** (which is a commonly mistaken opinion), because **an investment of 100 000 Euro may also be entitled to exemptions.** This is the minimum threshold, required to obtain a license to operate in the Special Economic Zone.

Entrepreneurs in Karlino can also count on local tax exemptions (for up to 7 years). Entrepreneurs can also count on the **support and commitment** of the local government staff as well as my own **at any stage of the investment.**

Regional Programme
for development
of Westpomeranian Region

Are there any actions taken to make the area even more attractive?

Yes, all the actions that the County has taken for many years have successively made our offer more attractive. **At present we are implementing the project „Servicing investment areas including: the construction of roads to Kostrzyn-Slubice Special Economic Zone".**

The main objective of the project is to improve the conditions for economic activity for companies operating within the K-SSSE sub zone as well as to create conditions for new investments. This was achieved by the construction of access roads to investment grounds and the liquidation of the existing conflicts in the form of power lines and pipelines.

Thanks to the taken actions the grounds are perfectly prepared to accept investors.

We are open to all kinds of investments - feel free to contact me directly in order to choose the grounds that shall best meet your requirements.

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REGIONAL PROGRAMME
NATIONAL COHESION STRATEGY

Westpomeranian Region

EUROPEAN UNION
EUROPEAN REGIONAL DEVELOPMENT FUND

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Real estate & construction

Real Estate market in the time of uncertainty

2012 turned out to be a very good year for commercial real estate in Poland. There were many price benchmarks and spectacular transactions in the office and retail sectors including the sale of Warsaw Financial Center, CH Manufaktura, DH Renoma, International Business Center and Platinium Park. There were also several logistics and hotel transactions including the sale of the Intercontinental Hotel. The total supply of office, industrial and retail space increased, although not significantly in every market. Tenants' activity remained high and in some regional markets we observed a record volume of transactions. The total volume of investment transactions in Poland amounted to approximately 2.7 billion EUR which was the largest figure since the bankruptcy of Lehman Brothers.

Due to effective government policy and firm macroeconomic fundamentals Poland has achieved satisfying economic results, placing it in a relatively strong position in comparison to other European countries. However, tight financial markets and weakening economic sentiment in the Euro zone have negatively impacted the Polish market. According to the International Monetary Fund (IMF), Polish GDP amounted to 2.25% in 2012. In comparison with 2011, when the economy grew at around 4.3%, the scale of the economic slowdown is apparent. Nevertheless, quarter by quarter, other indicators provide evidence of improving economic performance.

The Polish balance of trade reached PLN 30 mld in 2012, which is an improvement in comparison to 2011. The export rate increased by 8% and imports increased by 4%. One primary cause of this improvement in trade was the weaker zloty, which boosted the profitability of foreign investments. According to the Central Statistical Office (GUS), Polish entrepreneurs decided to diversify their trade partners. While exports to Sweden and Italy decreased, exports to countries such as: Russia, Ukraine, United Kingdom, Hong Kong and India increased.

Poland continues to attract foreign investors given its significant workforce resources (the share of people in working age in relation to the whole population amounts to 68%), located in economic growth centres spread across the country. This is helping to drive growth in economic and foreign direct investment, which in turn is helping to drive the growth of real estate growth markets, especially in the larger regional cities

According to economist's forecasts we will witness the economic growth of 2% in 2013. It is anticipated that at the beginning of 2013 Poland will be on the edge of recession and will be one of few countries in Europe, in which the tempo of GDP growth will be worse in comparison to the previous year. The lower rate of GDP is the consequence of the decline in domestic demand, caused by deterioration of the labour market.

The Gdańsk Institute for Market Economics (IBnGR) predicts an increase of the unemployment rate to 13.6% and poor consumer moods. According to BZ WBK, after the economic downturn during the first quarter in 2013, however, a gradual improvement of the situation is expected. The driving force will be an improving situation in the Euro zone, which directly affects the growth of exports, incomes and domestic consumption.

Commercial Real Estate by sector

Hotels

2012 was a good year for hotel operators in Poland. Much of the positive trading results were due to the UEFA Euro 2012 Championships. Also the construction of infrastructure investments in roads, stadia, railway, and airports, contributed to the positive results in hotel trading in most of Poland.

However, the prognosis for the hotel market in Poland is not very optimistic. Aside from Warsaw and the COP 19 World Climate Conference, there is no evidence, that 2013 will be strong for hotel operators. The sector shall again witness costs curtailing and yielding for occupancy. Significant number of privately owned and operated hotels will be put on sale. Also, some of the existing branded hotels in major cities might change ownership. One positive trend expected this year and in 2014, is that it will be considerably cheaper

to construct hotels in Poland due to the building and construction industry contraction.

We continue to support our last year's recommendations, seeing optimistic horizons for globally branded 1-, 2-, 3-star products in most regions, towns and cities.

Investment

Throughout the 2012 Poland maintained its position as the leading CEE market in terms of investment volume, liquidity and availability of debt financing for core product. Total transaction volume of approximately EUR 2.7 billion approached pre-crisis levels of 2007. Large single transaction volumes such as Manufaktura or Warsaw Financial Center underline the confidence vested in the Polish market by the international investment community.

As for the prognosis for 2013 any further movement in pricing is expected to depend largely on the impact of the sovereign debt crisis and additional capital requirements of the main senior lenders in the market. We forecast that prime yields for core properties will remain firm. Poland will maintain its position as the dominant market in the CEE with the market activity subject to the EU macroeconomic outlook.

Land

2012 turned out to be an attractive and optimistic year for the land market which is demonstrated by the total volume of concluded deals. This doesn't mean a return to the growth trend that was witnessed before 2009. It shows however a sign of systematic stabilization in this area of economy, felt in particular by strong and capital-healthy developers and investment funds. Investors most willingly were buying land for office and residential development. Overall funds divided their investments by 85% for office and residential, 10% retail and 5% for industrial investment sites. Despite the progressive stabilization on the land market in 2012, there were also some negative trends, which were as a result of financial problems that lead some developers and investment funds to sell their land or to offer for sale the investment areas taken-over by banks from their customers. It is also worth noting that, according to our forecasts, some business entities on the market were seeking possibilities of temporary or permanent cooperation with their competitors.

There is a chance that at the end of 2013 the land market will exceed the value of the last year's transactions. However we should bear in mind that, most of the transactions on the land market will take place in Warsaw, which in 2012 accounted for 80-85% of all land purchased for residential or office developments. 2013 years will be characterized by dynamics of transactions on office and retail land markets, primarily in cities such as Warsaw, Kraków and Wrocław, and secondly in Łódź and Poznań. We expect that new sales of land for housing development will take place mainly in Warsaw and Kraków. In other local markets, such as the Tricity, Poznań and Szczecin, residential land sales occur, transactions will be made primarily by local developers.

Industrial

The year 2012 was a good period for the Polish industrial market. Throughout the year over 430,000 m2 of modern warehouse space was delivered to the market, which represented almost 10% growth in comparison to 2011. The largest amount of new projects was delivered in Wrocław. Currently the total supply of warehouse space in Poland amounts to more than 7.27 million m2. In terms of transaction volume, 2012 turned out to be similar to 2011. Demand throughout the year was fairly steady. During the four quarters almost 1.7 million m2 of warehouse space was leased, the majority of which was located in Warsaw and Central Poland. The most popular among the signed lease agreements were new deals, which constituted 56% of tenants' activity. In comparison to Q4 2011 the vacancy rate in Poland dropped from 11.4% at the end of 2011 to 9.2% at the end of December 2012. A decrease in available space was observed in most markets. Over the year, rents remained relatively stable. Upward trend was observed only in the regions where the vacancy rate was low.

It is estimated that new supply in 2013 will be slightly lower than in 2012. At the end of 2012 approximately 250,000 m2 of modern warehouse space was under construction. It is worth mentioning that about 88% of space in active construction has already been leased. Therefore we can expect that the vacancy rate will be gradually reduced, which may cause slight increase of rents in selected markets. The demand should remain relatively stable, both in Warsaw and in most regional markets. Although it does not exclude a small drop in the second half of the year. 2013 will still be dominated BTS and pre-let agreements, the majority of which will be located in the west part of Poland, in the vicinity of highways.

Offices

At the end of Q4 2012 the office stock reached 5.8 mln m2, 67% of which was represented by Warsaw market. Leasing activity increased by 10% in comparison to the same period of 2011. Pre-let agreements constituted 34% of transaction volumes. At the end of the fourth quarter the overall vacancy rate stood at the level of 9%. The highest indictor was registered in Szczecin (19.8%), while the lowest in Lublin (4.5%) and Kraków (4.6%).

At present over 1 mln m2 of modern office space is under construction. Developers' activity focuses on Warsaw, where nearly 60% of new supply will be delivered. In case of regional cities, the most activemarkets are Wrocław, Trójmiasto and Kraków. In 2013 total resources of office space in Poland will increase by approximately 630,000 m2. In Warsaw the market will record a growth of 320,000 m2. New investments will be completed mainly in the zones outside the city center (Mokotów, Włochy, Wola). Among regional markets the biggest growth in supply will be observed in Wrocław, Tricity and Szczecin. Demand for office space is expected to remain at level similar to 2012. Due to growing new supply, regional markets may register stronger tenants' activity. The vacancy rate in Warsaw will continue the upward tendency, mainly due to increasing availability of space in the non-central locations. Similar to Warsaw, a rise in vacancy will be reported in majority of regional markets. Kraków will be the only exception as the vacancy rate in the city is expected to decrease. Rents will demonstrate a downward trend, especially in case of markets with increasing vacancy rates.

Retail

In 2012, developers delivered 485,600 m2 of modern retail space to the market, representing a 22% decrease compared to the previous year. The new supply was dominated by smaller retail developments with a leasable area not exceeding 35,000 m2.

The largest retail scheme supplied in 2012 was Galeria Rzeszów (42,000 m2 of leasable space), which was completed in November 2012. More than 30% of the new supply was located in the eight largest Polish agglomerations, while almost 60% was delivered in small and medium-sized cities (less than 200,000 inhabitants). New developers of outlet centres have appeared on the Polish retail market. The first outlet centre was delivered in Szczecin (Outlet Park Szczecin) by Echo Investment, while in Rzgów (near Łódź) Ptak Outlet was completed by Centrum Targowe Ptak SA. At the end of the year, the total supply of modern retail space stood at 9.17 million m2. 2012 witnessed new international retail chains entering the Polish market, e.g. the American brands Victoria's Secret, Bath&Body Works and American Eagle Outfitters as well as Scandinavian COS (Collection of Style) owned by H&M Group. Formats worth mentioning are pop-up shops - temporary shops that open in a given area for only a specified time. They are starting to appear in shopping centres. This type of store allows retailers to identify the market and is generally a solution chosen by new brands and young designers, such as Pop-Up Shop Bohoboco and Loft37.pl and Pop-Up Store Blessus located in Stary Browar or the Łukasz Jemioł boutique in Manufaktura. The vacancy level in the largest Polish agglomerations did not exceed 5%. The lowest space availability was recorded in Warsaw and Szczecin.

Currently, there is almost 800,000 m2 of retail space under construction. Due to developers' high level of activity, the increase in supply in 2013 will be higher than in the previous year, and is estimated to reach approximately 600,000 m2. Developers are once again interested in major Polish cities, where they are looking for gaps in terms of location, complementary offer or diversity of the retail format that they could fill in. Unlike in the previous year, many shopping centres planned for 2013 are large-scale projects with GLA exceeding 50,000 m2. On the other hand, growing interest is being recorded in small shopping centres with a local range offering convenient shopping. The biggest openings planned for 2013 include Europa Centralna in Gliwice (67,000 m2), Galeria Bronowice in Krakow (approx. 60,000 m2), Poznań City Center in Poznań (58,000 m2), Galeria Katowicka in Katowice (50,500 m2) and the extension of SC Wzgórze in Gdynia.

Currently, the retail market in Poland can be described as a tenants' market; therefore, tenants are reviewing their rents agreed a few years ago. Pressure on rents and the extended period of commercialisation of new projects can translate into an increase in vacancy rates in selected markets.

Mrs. Monika Rajska-Wolińska

Managing Partner Colliers International Poland

BUSINESS SOLUTIONS

The region of Central and Eastern Europe has enormous potential in the business services sector (i.e. Business Process Offshoring – BPO and Shared Services SSC). The BPO/SSC sector started developing in Poland about 8 years ago as an international services centers, mainly in the field of bookkeeping and finance, IT services and in R&D work. Poland's main advantages in attracting the above mentioned projects consists in its favourable investment climate, highly qualified human resources and the development of the modern office space market.

Why Poland? It's important to stress certain facts: currently in Poland there are 10 large academic centres with over 2 million students each year. Entrepreneurs considering development of outsourcing projects in Poland have thus a variety of potential investment destinations to choose form.

Poland's qualities as an investment location tend to be highly assessed by a number of reports published by the world's leading consultancy firms. Recently published studies and reports indicate that our country is considered as an European leader in terms of foreign investments, including investments in BPO/SSC.

According to the World Investment Prospects Survey 2010 – 2012 conducted by UNCTAD, Poland has been ranked 12th in the world as the most attractive location for FDI and 3rd in Europe. Another acknowledgment of our competitiveness in the world in terms of investment attractiveness is AT Kearney survey in which Poland has taken 6th place and 1st among CEE countries.

Referring to the review of 750 services centers in CEE in 2010 conducted by the DIS research company it's worth emphasizing that Poland is in first position in terms of the number of established services centers and created new workplaces.

All major Polish cities are the biggest clusters of services centers however the list of potential locations covers 39 cities with more the 100 000 inhabitants. These cities are perceived as a backup for such activities.Therefore Poland has much more to offer than other countries from the region in this field.

The biggest metropolitan areas have been developing very dynamically for the last 5 years with regard to the services investment inflow. At the moment, the modern service sector is employing nearly 50 000 skilled employees specializing in IT, financial services and accounting field.

On the basis of the ABSL survey conducted in 2010, the Warsaw city was classified on 1st place with the biggest number of established services centers. The greatest number of workplaces has been created in Krakow where nearly 9,000 people found job in the modern service sector. Warsaw has taken the 2nd place with 6,800 staff, while Wroclaw 3rd with 4,500 employees in the sector. Slightly more than 2,000 people are employed in Lodz and Poznan. In Katowice and Gdynia the number of people working in the sector exceeded one thousand while in other cities is lower.

International companies operating in the service sector, reduce labor costs and simultaneously take advantage of deeper human resources pool available in the country of interest. Lower operational costs are not the main factor influencing companies to outsource their processes. The availability of qualified human resources and macroeconomic forecasts for Poland are becoming key factors for location decision.

Poland prides itself on talented students, who often achieve leading positions in international contests, like: the Microsoft Imagine Cup, European Merril Lynch Investment Challenge or the IBM-ACM International Collegiate Programming Contest. In these competitions, costs cannot be the sole criterion assessed as the greatest valued added is human capital.

Poland competes not only with the countries from the region but also with Asian. Thanks to the work efficiency, cultural proximity, foreign language knowledge or time zone differences, Poland appeared as a trustworthy location for offshoring projects. Summarizing: highly qualified workforce, high level of education at universities, language knowledge and country stable macroeconomic situation are the competitive advantages of Poland.

Amongst Poland's BPO investors there are:

- Accenture (Warszawa, Łódź),
- Acxiom (Gdańsk),
- AFS (Kraków),
- Ahold (Kraków),
- Alcatel Lucent (Bydgoszcz),
- Amway (Kraków),
- Arvato Services (Poznań),
- Atos Origin (Bydgoszcz, Łódź),
- Avon (Warszawa),
- Bayer (Kraków),
- BH (Łódź)
- Cap Gemini (Katowice, Kraków)
- Carlsberg (Poznan),
- Ciber (Poznań),
- Citi Group (Olsztyn, Warszawa, Łódź),
- Communication Factory (Kraków),
- Compuware (Gdańsk)
- Credit Suisse (Wrocław),
- CTM Teleperformance (Warszawa),
- DHL Logistics (Dabrowa Górnicza),
- Dimar (Warszawa),
- Electrolux (Kraków),
- Ericpol Telecom (Łódź),
- Ernst&Young (Kraków, Wrocław, Katowice),
- Exult (Kraków),
- Fiat (Bielsko-Biała),
- Fineos (Gdańsk),
- First Data Corporation (Gdańsk),
- Franklin Templeton (Poznań),

- Fujitsu (Łódź),
- Geoban (Wrocław, Gdynia),
- General Electric (Łódź),
- Genpact (Lublin),
- Geoban (Gdynia),
- GlaxoSmithKline (Poznań),
- Google (Wrocław, Kraków)
- Guest-Tek (Warszawa),
- Heineken (Bielsko – Biała)
- Hewlett-Packard (Warszawa, Wrocław),
- Hitachi (Kraków),
- HSBC (Kraków)
- IBM (Warszawa, Kraków, Gdańsk),
- IKEA (Poznań),
- Indesit (Kraków),
- InfosysPhilips (Łódz),
- Intel (Gdańsk),
- International Paper (Kraków),
- Intrum (Białystok),
- Irevna (Wrocław),
- JP Morgan Chase (Bydgoszcz),
- Kainos (Gdańsk),

- McKinsey&Co (Wrocław, Poznań),
- KPIT Cummins (Wrocław),
- KPMG (Kraków, Poznań),
- Lionbridge (Warszawa),
- Lufthansa (Kraków),
- Lufthansa Systems Poland (Gdańsk),
- MAN (Poznań),
- McKinsey & Company (Wrocław),
- Microstrategy (Warszawa),
- Motorola (Kraków),
- Mphasis (Wrocław),
- Nevion (Gdańsk),
- Nokia Siemens Networks (Wrocław)
- Nordea (Łódź),
- Philip Morris (Kraków),
- RBS (Warszawa),
- Roche (Warszawa, Poznań),
- QAD (Wrocław),
- Shell (Kraków),
- Sony Pictures (Gdynia),
- State Street Corporation (Kraków),
- Steria (Katowice),
- Stream Global (Szczecin),
- SWS BPO (Łódź),
- Thomson Reuters (Warszawa, Gdynia),
- TietoEnator (Szczecin, Wrocław),
- TNT Express (Warszawa),
- TRW (Częstochowa),
- UBS (Kraków)
- UniCredit (Szczecin),
- UPS (Wrocław)
- Volvo (Wrocław),
- Wipro (Wrocław, Dabrowa Górnicza),
- Zensar (Gdańsk)

Financial System

In 2009 Polish economy felt the effects of global recession. Poland was the only country in the European Union which noted economic growth, although it significantly decreased (from 5.1% in 2008 to 1.7%) while the rest of Europe has battled the recession. Disposable household income growth rate has decreased and unemployment rate has increased. Uncertain prospects for economic development in the world and also in Poland, as well as low capacity utilization caused that domestic companies were less willing to initiate new investment then in the previous years. Credit policy of national banks has also been tightened. However, gradual improvement of the development prospects of the Polish economy and the decline in risk aversion in global financial markets in 2009 contributed to the development of the financial system in Poland. Mid-February began with successive increase in share prices on the WSE (Warsaw Stock Exchange). From April, foreign investors began to go back to the National Treasury bond market. As a result, the stock market capitalization has increased significantly, just like the value of assets of all types of financial institutions.

Assets of financial institutions in Poland in 2002-2009 (in billion PLN)

	2002	2003	2004	2005	2006	2007	2008	2009
Commercial and cooperative banks	465,5	489,0	538,5	586,5	681,8	792,8	1039,1	1059,6
Cooperative Savings and Credit Unions	2,5	3,3	4,2	5,3	6,0	7,3	9,4	11,6
Insurance	57,6	65,7	77,9	89,6	108,6	126,9	137,9	139,0
Investment funds	23,0	33,8	37,6	61,6	99,2	133,8	73,9	93,4
Open pension funds	31,6	44,8	62,6	86,1	116,6	140,0	138,3	178,6
Broker agents	2,8	3,7	5,5	6,9	10,8	11,8	8,6	9,9
Total	**584,0**	**640,3**	**726,3**	**836,0**	**1023,0**	**1212,6**	**1407,2**	**1492,1**

Source: The National Bank Of Poland

Analysis of financial institutions and markets of different countries, taking into account the degree of their economic development, indicates that the financial system in Poland, including the banking sector, is relatively underdeveloped. Changes that occur in recent years in the financial system in Poland and in other countries are similar. For Polad characteristic was the relatively low capitalization of the stock market and low debt resulting from the issuance of the private sector securities. However, in 2009, the Polish stock market remained the largest one in the region, both in terms of capitalization and number of listed companies. At the end of 2009, the value of the assets of domestic financial institutions amounted to 1 492.1 billion PLN. Compared to 2008, relation of financial system assets to GDP increased slightly (by 0.7 percentage points) and amounted to 111.0%. Polish economy, like the economy of other Central and Eastern European countries, was still characterized by relatively low financial intermediation.

Development of the banking sector (commercial and cooperative banks) in selected countries of Central and Eastern Europe and the euro area in 2007-2009 (in%)

	Assets / GDP		
	2007	**2008**	**2009**
Poland	67,4	81,5	78,9
Czech Republic	105,4	109,2	112,9
Hungary	95,9	109,9	111,1
Eurozone	316,7	330,6	333,6

	Loans / GDP		
	2007	**2008**	**2009**
Poland	35,9	45,9	46,2
Czech Republic	50,3	55,2	56,5
Hungary	47,7	54,7	52,5
Eurozone	134,7	137,4	141,5

	Deposits / GDP		
	2007	**2008**	**2009**
Poland	35,4	38,7	41,5
Czech Republic	58,5	59,1	63,9
Hungary	34,5	36,5	37,2
Eurozone	111,66	116,6	122,7

Source: The National Bank Of Poland

In the analyzed period, the number of commercial banks operating on the Polish market decreased by three entities. At the end of 2009 there operated 67 commercial banks, including 18 branches of credit institutions. Number of cooperative banks has decreased by three entities, and insurance by one entity. The number of credit unions and pension funds has not changed. In 2009, there was a significant increase in the number of investment funds entities conducting brokerage activities.

Financial system assets to GDP in selected countries in Central and Eastern Europe and the euro area in 2006-2009 (in%)

	2006	2007	2008	2009
Poland	96,5	103,1	110,3	111
Czech Republic	125,6	134,3	137,3	138,4
Hungary	128,5	140,9	153,5	165,3
Eurozone	416,2	439,8	434,8	447,6

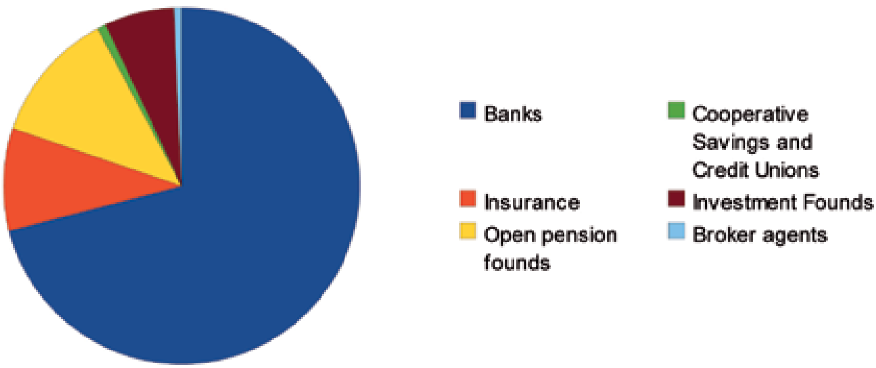
Source: The National Bank Of Poland

Recent years have shown a significant increase in assets of all types of financial institutions. In 2008, growth in assets of financial system resulted primarily from a significant increase in the banking sector assets (mainly due to increased mortgage loan portfolio), while in 2009, non-bank financial institutions contributed signifcantly to the increase in the value of assets. The value of pension funds assets increased by 40.3 billion PLN, investment funds – about 19.5 billion PLN and banking sector by – 20.5 billion PLN. Other institutions have experienced a slight increase of assets values.

The share of individual financial institutions in the asset structure of Polish financial system in 2009

Banks	71,00%
Insurance	9,30%
Open pension founds	12,00%
Cooperative Savings and Credit Unions	0,80%
Investment Founds	6,30%
Broker agents	0,70%

Source: The National Bank Of Poland



Increase in pension funds assets was due to increased valuation of their portfolio investment and inflow of contributions transferred by ZUS. The growth of investment funds assets, in addition to price increases in the stock market of the WSE, was also caused by higher propensity of investors to take risk and interest in investing in shares.

In 2008, the decrease in share prices on the WSE and the turmoil in global financial markets contributed to the dispoal of shares and encouraged to invest surplus funds in safer kinds of assets, particularly bank deposits. In 2009, however, net inflows into investment funds were positive again. The relation of the assets of investment funds to household deposits in banks has increased, despite the strong competition between banks for stable funding sources. After a year's break, in 2009, again, the share of banking sector assets financial system has decreased. Participation of non-bank financial institutions in the assets of the financial system rose in 2002-2009 from 20.1% to 29.0%.

Both in Poland and in most other countries in the region, the banking sector still plays major role in the financial system, but the Polish financial system is considered as the least bank-oriented financial systems in Central and Eastern Europe. In all countries of the region the level of banking sector development was relatively low compared with countries of the euro area. In 2009, the Polish stock market remained the largest market in the region (both in terms of capitalization and in the number of listed companies). After a period of significant declines in share prices caused by turmoil in global financial market, in 2009, the Polish capital market reported significant improvement of the situation. During the year, the WIG index rose by 46.9% (compared with a fall of 51.1% in the previous year), and the capitalization of domestic companies has increased 57.5% (compared with a fall of 47.6% in 2008). Shares of 13 new companies (33 in 2008) were introduced on a regulated market, while on unregulated market NewConnect – 26 companies (61 in 2008). Value of new issuance of shares of companies making their debuts was 7 billion PLN, which is more than two times the amount noted in the previous year. Four new companies were introduced on the Hungarian market, in Czech Republic – none.

Average daily net turnover in the domestic financial market in 2006-2009 (in million PLN)

	2006	2007	2008	2009
Stock	693,2	954,1	666,8	698,2
Treasury bonds	18123,5	20820,6	17155,1	13827,8
Treasury bills	1056,4	402,3	1244,5	2454,7
Interbank deposits	9772,1	11483,8	10263,5	7259,4
FX swap transactions	14244,8	12447,7	10709,2	9385,6
Spot foreign exchange market	3998,9	4040,2	4236,4	3906,6
Currency options	596,0	1225,2	1883,0	579,5
Forward rate agreements	5242,0	6047,5	7625,9	2399,4
IRS	1234,6	1795,7	1827,0	682,5
OIS	916,6	2376,1	1912,5	868,2
Futures contracts on WIG20	742,8	1343,2	1198,2	995,1

Source: The National Bank Of Poland

Information Technology

The Polish IT market is following Russia's, the second largest market in Central and Eastern Europe. Its value has reached a figure of 25 billion PLN in 2010, which stands for an annual growth of 3%. According to the forecasts, in 2011 the value of IT market should reach about 28 billion PLN.

Why is it worthwhile for this sector's investors to invest in Poland? On one hand the steadily growing market and increase in national demand is a sufficient reason. However, on the other hand, the global corporations, e.g.: Microsoft, HP, Google, Oracle, IBM and SAP have all confirmed by their presence, that Poland is not only of increasing significance as a market to sell their products and services in. The reason for Poland's success in the rapidly increasing sector for IT services, is above all the availability of personnel. Our unique and most precious resource is people, that are still available and Polish specialists are increasingly providing services to foreign clients.

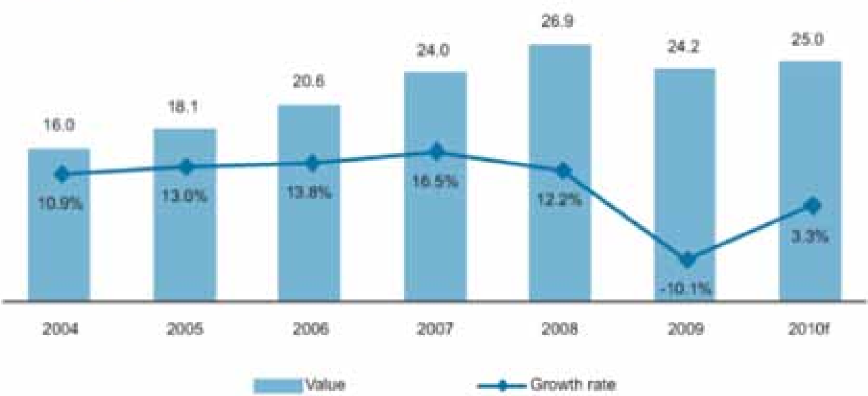
An equally important factor leading to Poland's international recognition in IT, is the quality of the services provided and the level of creativity, which often exceeds the expectations of employers. Young Polish IT specialists year after year win top places in international programming competitions, such as ACM, the Imagine Cup and Top Coder.

In terms of locating and developing their businesses in Poland, the investors are being persuaded by the availability of a high quality IT communications infrastructure, the many flight connections and data communications – that are at an identical level to those in Western Europe.

The final factor, the importance of which is losing significance in the light of our high quality services, is still cost effectiveness. The most popular locations for IT centres, are also the largest academic centres – places which can guarantee the availability of the most important assets of firms – their personnel.

The Polish IT market

Value (PLN bn) and growth rate (%) of the IT market in Poland, 2004-2010



f – forecast
Source: PMR Report "IT market in Poland 2010. Development forecasts for 2010-2014"

According to the forecasts, ahead of the Polish IT sector is the prospect of double digit growth right up to 2014. The rapid growth of the IT sector in Poland is explained by the low saturation level (compared to W. Europe) of personal computers and also by other factors, such as the growing purchasing power of Poles and the relatively small numbers of enterprises that are up to date in IT. Also of great significance is the contracting out of services to specialist entities, which leads to increases in expenditure, the purchase of programming and IT services – with a particular significance for outsourcing.

Among specific factors that will influence the market in the near future, is the privatisation of companies and the resulting freeing up of decision making, relating to the implementation of IT solutions aimed at increasing competitiveness; together with the activation of central government and local authority administration in the public sector field. Another stimulating factor is the increasing importance of the sector of small and medium sized businesses, relating to their generation and needs for services and IT solutions, that when striving to increase their competitiveness, are forced to increase the efficiency of their activities through the introduction of IT tools to aid management. The above factors in the face of a deficit of specialists in the Western European economies, is decisive in the continued attractiveness of Poland in this sector for investment in the coming years.

The level of employment in the IT sector in Poland in 2010 amounted to about 100 thousand. employees (excluding the distribution network) and is expected to grow in the coming years.

As a result of the global crisis, the segment of computer equipment (hardware) understood as computers, monitors and peripherals suffered the most – its value has fallen by 19% in 2009. It is also the segment which is expected to be growing most rapidly within the next two years. Its growth in 2010 is estimated at 5%. The share of the segment was approximately 42% at a slightly downward trend in recent years. The second largest segment's – IT services – share was estimated at 35%, while the third – the software market has approximately 22% market share. The upward trend in services and software in the coming years will maintain steady growth. IT hardware market, after the expected period of acting out in 2011-2012, will grow at a slower rate than the other two segments.

The inflow of foreign investments and the transfer of production to Poland is also an important factor, generating a demand for programming in manufacturing, equaled by that of the processing sector. Another factor has been the increases in expenditure on computer equipment generated by growth in the domestic economy's purchasing power, caused by falling prices of computers and supplementary equipment (printers, scanners, etc...). Among factors affecting market growth are also the flows of EU funds to businesses, which through expenditure on infrastructure improvement and the training of staff will generate demand for IT solutions.

Sectors that because of expenditure increases in recent years have influenced the high level of Polish IT growth, are:

- telecommunications
- financial sector
- industrial production sector
- local and central government administration

An important market tendency is the rapid growth of interest in programming and IT services from companies in the small and medium sized business sectors. On one hand the increase in competition is forcing clients in this field to implement innovation and IT support within businesses, secondly due to the drop in prices in business applications it's leading to a greater availability for clients, who up to now haven't been able to permit themselves the purchase of costly solutions in the category of ERP (enterprise resource planning).

Research and Development

R&D activities have an important role in the growth of the economy, improving competitiveness and in the level of innovation. Analysis comparing Poland to the other EU nations, indicate a great scope for development of the sector in this country. The average expenditure on R&D in the EU is 1.83% of GDP, whereas in Poland it's 0,57%. The percentage of innovative companies among the businesses that are active in the EU is 54,1%, whilst in Poland it's 24,5%.

Why Poland? The Potential gains for investors connected to offshoring and outsourcing of R&D in Poland are:

- the low costs of running R&D activities in Poland,
- the availability of qualified staff,
- great development potential – large numbers of young well qualified personnel, with a knowledge of foreign languages,
- possibilities for cooperation between business and the scientific-educational world,
- an excellent location at the centre of Europe.

The positive experiences and great results of firms with their own R&D centres, has meant that most decide to expand their activities and the scale of their investments. Examples are: Nokia Siemens Networks, which has increased employment at its Wroclaw centre by 40% and Motorola that year on year increases employment at its software centre in Krakow (currently employing 1000 specialists).

Poland was found at the top in the EU, in terms of the growth in numbers of young employees in the R&D sector (aged 25 – 34), and also of the share of the total number of people employed in R&D.

In Poland there are 458 higher education institutions, of which 132 are state owned (18 of these are technical institutes employing over 25 thousand workers), and 326 are privately owned. The number of students reached the level of over 1,9 million and 420 thousand graduates yearly. The biggest academic center is Warsaw, where the number of students only at the Warsaw University is 56 thousand.

As a whole, higher education employs 87,789 personnel, including 75,762 in public education and 12,027 in the private sector. In Poland there are also over 200 R&D centres (98,000 R&D employees), including: the Polish Academy of Sciences, independent and specialised R&D centres and support agencies.

According to the Central Statistical Office in 2009 in Poland there were 1 157 units carrying out research and development activity, of which 697 were enterprises.

In Poland in the R&D sector there are 119 682 people employed, of which 37% (44 471) hold Ph.D. degree, 32% (38 661) below Ph.D. degree and 9 726 hold professor degree.

Potential R&D is also developing due to other entities, among which there are over 697 businesses both in Poland and abroad. International companies perceive Poland more and more as the right place to locate investments requiring skilled human resources. The number of R&D centers in comparison to BPO centers remains still low.

Today there operate app. 45 R&D centres, employing several thousand Polish scientists and specialists. Most work in the telecommunications, automotive, chemicals, aviation, food and IT sectors (e.g: General **Electric, Samsung, IBM, Motorola, Delphi, Siemens, Oracle, Wabco, ABB, Plisa, Lufthansa, Maersk, Philips, Accenture, HP, Volvo, GlaxoSmithKline, Aircraft Engines Aerospace, AVIO Group and UTC/Pratt & Whitney**). These centres are mainly located in large urban areas with well developed academic institutions, developed infrastructures and provide attractive working conditions for potential employees.

Large amount of state aid

In Poland R&D activities are financed 58,5% from the national budget, 24,5% by business entities and 17,0% of finance is from other sources. The significant influence of foreign direct investments in the R&D sector must be stressed, particularly for the development of this field in the business environment.

In 2008 companies and other institutions carrying out research and development activity spent for researches 7,7 billion PLN, of which 2,3 billion PLN was spent for basic research. For technical science, nature science, humanities and social science were spent 52,2%, 22,1% and 8,6% respectively.

Whilst R&D may develop in each of the economic sectors. In Poland however due to the industrial traditions and well developed scientific environment, it is particularly attractive in sectors like:

- aviation
- automotive industry
- electronics
- telecommunications
- IT
- biotechnology
- biochemistry
- internet
- medical engineering
- pharmaceutical engineering
- innovative technology
- building and construction
- robotics
- nanotechnology.

Examples of existing R&D center in some of above mentioned sectors are presented on the maps below:

tvn

Plus

ORLEN

WARTA

Towarzystwo Ubezpieczeń
i Reasekuracji S.A.

Polimex
Mostostal

POLISH AIRLINES

LOT

LOTOS

BATYCKI

PGNiG

Ciech

BANK PEKAO SA

Amica

bumar

Polish Brands

Bumar sp. z o.o. company

Bumar sp. z o.o., a leading supplier and exporter of armaments and military equipment manufactured in the Polish defence industry, is the dominant entity of the Bumar Group. The Group consists of 23 manufacturing and trading defence sector companies specializing in munitions, radars, rockets and armour as well as construction and construction service companies.

For over 40 years the company has been a leader in the Polish and international market of weaponry, construction plant, mining and transportation and handling equipment. Its extensive experience, world-recognized and distinguishable brandname, achievements in implementing new technologies in the Polish industry and in initiating relationships with renowned producers all over the world, professional and skilful personnel are company's main assets.

Bumar sp. z o.o. also supplies civil industry products, such as construction, road and mining plant and machinery, railway accessories and other industrial goods, to domestic and foreign markets.

www.bumar.com

TVN

TVN S.A. Group is the leading privately owned media group in Poland currently owning 11 television channels, as well as a shopping channel, a leading internet portal, and a digital platform. TVN Group operates in three major business segments: television broadcasting and production, digital satellite pay television, and online.

Television broadcasting and production – TVN Group currently owns and operates ten television channels. Our channels maximize their operational efficiencies by sharing programming content, infrastructure and know-how:

- TVN, the Group's principal free-to-air channel, is recognized in the Polish market as a leading television broadcaster of high quality entertainment and comprehensive independent news and current affairs programs.

- TVN7 is an entertainment channel that complements TVN by broadcasting feature films, television series and game shows.
- TVN24 is the first 24-hour news and current affairs television channel in Poland.
- TVN Meteo is Poland's first dedicated weather channel.
- TVN Turbo is a genre thematic channel aimed at male viewers.
- ITVN is a television channel that targets viewers of Polish origin living abroad. This channel is available in Europe, North America and Australia.
- TVN Style is a thematic channel focused on life styles, health and beauty, aimed at female viewers.
- NTL Radomsko is a local television channel addressed to residents of Radomsko and the surrounding areas.
- TVN CNBC is our business news channel, launched in cooperation with CNBC Europe.

Digital satellite pay television – TVN Group owns the 'n' DTH platform, a new generation digital satellite platform launched in October 2006, which offers pay television services in Poland. Since October 2008, the 'n' DTH platform operates TNK and on May 17, 2010 ITI Neovision launched TNK HD, a pre-paid digital television service in high definition.

Online – TVN Group owns Grupa Onet, which operates Onet.pl, the largest and the most popular Internet portal in Poland, offering multiple thematic services: news, business, sport, music, e-mail and others, as well as lunched in March 2007 tvn24.pl, the first news vortal in Poland, which combines text, voice and video services. Grupa Onet also operates a yellow pages service, Zumi.pl, Sympatia.pl, the largest dating portal in Poland, the largest blogging service, blog.onet.pl, plejada.pl, an interactive multimedia site dedicated to show-business, and launched in February 2010, Onet VOD, new video-on-demand Internet service.

Teleshopping – we own Telezakupy Mango 24, which is the only all-day teleshopping channel in Poland.

www.tvn.pl

PKN ORLEN

PKN ORLEN is a Polish company and one of Central Europe's largest refiners of crude oil. We specialize in processing crude oil into world-class unleaded petrol, diesel, heating oil, and aviation fuel as well as plastics and other petroleum related products. PKN ORLEN operates 7 refineries, of which 3 are located in Plock, Trzebinia and Jedlicze (Poland), another 3 in Litvinov, Kralupy and Pardubice (the Czech Republic) and 1 in Mazeikiu (Lithuania). The total deep processing capacity of the refineries reaches 31.7 million tonnes per annum (PKN ORLEN share). PKN ORLEN's retail network comprises approximately 2,600 outlets offering services in Poland, Germany, the Czech Republic and Lithuania. In Poland petrol stations operate under three brands: ORLEN (premium brand), Petrochemia Plock and BLISKA (economy brand). Clients in Germany are served at stations branded ORLEN and STAR, and in the Czech Republic at outlets bearing standard Benzina and premium Benzina Plus logos. Petrol sations in Lithuania operate under the ORLEN Lietuva and Ventus logos. PKN ORLEN's retail network is efficiently supported by a logistics infrastructure comprising ground and underground storage depots, a network of pipelines as well as sea reloading facilities in Poland and Lithuania. As at the end of 2010 the ORLEN Group employed 22,040 employees, of which 4,513 accounted for PKN ORLEN (mother company), 4,250 for the Unipetrol Group in the Czech Republic, 2,696 for ORLEN Lietuva in Lithuania and 126 for ORLEN Deutschland in Germany.

www.orlen.pl

The PZU Group

Business Overwiev The PZU Group is one of the oldest and largest insurance groups in Poland in terms of written premiums, according to the PFSA, with a broad range of insurance and financial products. Based on the Management Board's assessment, the PZU Group had a total of approximately 16 million clients as of December 31, 2009.

The PZU brand is one of the best recognized brands in Poland according to a survey conducted by Millward Brown SMC/KRC (an independent market research institute) in December 2009, which found that spontaneous awareness of the brand was 89% and that aided brand recall was 98%. Among Polish insurance companies, the PZU Group also has the most extensive network of sales and service outlets (over 730 outlets in approximately 600 locations), throughout Poland. Additionally, as of December 31, 2009, the PZU Group was cooperating with over 8,500 exclusive insurance agents.

The PZU Group pursues three main lines of business:

- property and casualty insurance, offered by PZU,
- life insurance, offered by PZU Zycie, and
- open-end pension funds, offered by PTE PZU, the manager of OFE PZU.

PZU is the market leader in Polish property and casualty insurance, in terms of gross written premiums. The principal product group offered by PZU is motor insurance for retail and corporate customers.

PZU Zycie is the market leader in Polish life insurance in terms of gross written premiums. The principal product group offered by PZU Zycie is group and individual life insurance.

PTE PZU manages OFE PZU, the third largest open pension fund in Poland as of December 31, 2009, both in terms of its members (2.1 million) and net assets under management (PLN 24.8 billion).

PZU Zycie is the sole shareholder of TFI PZU. Additionally, PZU Zycie and PZU hold all the shares in PZU AM. TFI PZU offers:

- participation units in open investment funds, including specialized open funds;
- investment certificates in closed investment funds;
- investment plans;
- and pension schemes, including Employee Pension Schemes and Individual Pension Accounts.

According to data published by the PFSA, at the end of 2009, TFI PZU ranked 12th among 28 investment fund management companies operating on the Polish market in terms of assets under management. PZU AM provides asset management exclusively to companies within the PZU

Group, including insurance portfolio management to PZU and PZU Zycie, unit linked insurance fund management, investment fund and pension fund portfolio management.

The PZU Group’s business is focused on the Polish market, which generated 98.3% the PZU Group’s revenues in terms of gross written premiums in the year ended December 31, 2009.

The PZU Group also conducts insurance business in the Lithuanian and Ukrainian markets, but the results of these operations in the years from 2007 to 2009 had no material impact on the results of the PZU Group.

PZU and PZU Zycie each have an „A" financial strength rating and counterparty credit rating from Standard & Poor's, with a stable outlook for both companies. This is the highest rating available to Polish companies and PZU and PZU Zycie were the only financial institutions with their registered offices in Poland to receive such a high rating.

www.pzu.pl

PEKAO S.A.

Bank Pekao SA is a part of UniCredit Group. It is one of the largest banking and financial services organizations in Central and Eastern Europe. Bank Pekao S.A. provides services to around 5 million clients, including over 250 thousand small and mediumsized enterprises and over 15 thousand corporate clients. Pekao SA is the leading bank in Poland and the largest bank in Central and Eastern Europe in terms of market capitalization.

www.pekao.com.pl

PLUS GSM

This is an English version of our information package for existing and prospective Clients of Plus, both individuals and corporations. The package is somewhat shorter than its Polish counterpart, since we wish to select essential information for foreigners.

Plus is one of three major mobile telephony networks in Poland, providing its services under trade names of Plus (postpaid services), Simplus (prepaid), MixPlus (mix of postpaid and prepaid services), iPlus (wireless Internet access) and Sami Swoi (prepaid). The distinguishing features of its business are: top efficiency, innovative services, customer care.

Plus covers 99% of the area of Poland, provides services to almost 14 million customers, operates in the GSM 900 and DCS 1800 systems and offers services in UMTS standard.

The Plus network was the first in Poland – and one of the first in the world – to implement CAMEL technology, which is part of 3G mobile telephony resources. Its application will enable customers to use services in international roaming which are currently available only in the home network.

Polkomtel S.A. is one of three mobile telephony operators in Poland, marketing its services under five brand names: Plus, Simplus, and Sami Swoi, iPlus and MixPlus.

Polkomtel has pioneered innovative GSM-technology-based services on the Polish market. Among other notable achievements, it was the first company to offer MMS messaging, voice-based access to text messages (SMS), and GPRS and EDGE based data transmission services. In September 2004 Plus was the first operator in Poland to launch 3G mobile telephony services including UMTS.

www.plus.pl

CIECH

Ciech – over 65 years on the global market

For years Ciech has occupied a significant position in Poland's and Europe's economic landscape and its potential as a leading exporter of chemicals has always been recognized. It created a strong production capital group at the end of the last century.

Ciech is the biggest chemical group in Poland and the third one in Central and Eastern Europe

Since February 2005 Ciech has been listed on the Warsaw Stock Exchange (WSE). Its largest shareholders are the Treasury (36,7%) and institutional investors, such as Pioneer Pekao Investment Management, Otwarty Fundusz Emerytalny (Open Pension Fund) – PZU "Złota Jesień" and ING Otwarty Fundusz Emerytalny (Open Pension Fund). Due to the successful public offering in the first quarter of 2011, Ciech acquired PLN 441.6 million for further investments and development.

www.ciech.com

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WARTA Insurance and Reinsurance Company

WARTA S.A. Insurance and Reinsurance Company was established in 1920. Since 2006, KBC Group has held 100% of the share capital of TUiR WARTA S.A.

The Company is one of the largest and oldest insurance companies in Poland. High rating on the level ‚A-' assigned by Standard&Poor's agency confirms WARTA's strong business position and its significant role in the insurance business of KBC Group in Central – Eastern Europe. It means that the company has a high level of own capital, maintains high security standards and is a leading player in the insurance market in Poland.

WARTA offers its products to a diverse group of individual and corporate clients. Individual clients can take advantage of motor, property, personal & travel as well as third party liability insurance products. To companies operating in multiple industries, WARTA, with its property, business and financial insurance products for enterprises, ensures specialist and complete insurance cover in line with the EU standards.

For many years now, the Company has been a leader on marine and aviation insurance market. WARTA offers, among others, vessel insurance, yacht insurance, third party liability insurance for shipyards, oil rigs as well as aircraft insurance (both for airlines and light aviation) or insurance products for airports.

Direct insurance business of WARTA focuses on the Polish market, whereas reinsurance activities (inward and outward) are carried out mainly on the European, American and Asian markets with the largest reinsurance companies as our partners.

Due to the close cooperation of TUiR WARTA and TUnŻ WARTA, our customers can take advantage of comprehensive solutions including property and personal insurance, life insurance, retirement insurance and investment schemes. Due to our partnership with Kredyt Bank, our strategic partner, we are able to expand our offer with other financial products.

WARTA operates the network of almost 6 thousand salesmen all over Poland, including 11 macroregions and over 200 rapoffices. Field units operate their own agents network and cooperate with multiagents and brokers.

WARTA policies are also sold through the network of outlets of Kredyt Bank, our business partner. WARTA and Kredyt Bank are pioneers of the Polish bancassurance business – combining banking products with insurance products and selling them through the sales networks of both companies.

www.warta.pl

SOKOŁÓW S.A.

The current organisational form of the **Sokołów S.A. Group** is a result of the fusion of the two leading groups operating on the meat market, i.e. **Farm Food** Group and **Sokołów Group**. The fusion took place in the year 2000. By performing a quick and profound restructuring, consisting among other things in introduction of production specialisation in individual plants of the Group, and by developing our own pedigree breeding programme we've become one of the leaders and precursors of changes, taking place in the meat trade.

Currently the Group is formed by seven big, state-of-the art production facilities in: **Sokołów Podlaski, Czyżew, Koło, Jarosław, Tarnów, Dębica** and **Robaków near Poznań**. It also includes its subsidiaries: „**Agro-Sokołów**" Sp. z o.o. with its three big agricultural and breeding farms, „**Sokołów-Export**" Sp. z o.o. – the company handling the Group foreign trade activities, „**Sokołów-Service**" Sp. z o.o. – providing technical services to the Group and „**Sokołów-Logistyka**" Sp. z o.o. – responsible for transport and logistics.

The Sokołów Group has significant production capacities, enabling daily production of ca. **1200 tonnes** of high quality products. State-of-the-art technologies, high quality raw materials and perfect recipes guarantee that the products offered by the Group meet the highest quality and health standards. As a result, and thanks to consistently realized trade and marketing strategy, the Sokołów brand has currently the best recognition results on the Polish meat market. As the Group production facilities are placed in different parts of Poland, and the extensive sales network covers all distribution channels, including the Group's own, modern network, products of Sokołów brand are available in the whole country.

Export plays a very important part in the Group operations, as our products are highly valued also by our foreign clients. On the average, ca. **25-30%** of the total sales goes to the foreign markets, most of which are EU markets.

www.sokolow.pl

PGNiG

Polskie Górnictwo Naftowe i Gazownictwo is the largest Polish oil and gas exploration and production company. It is a leader in natural gas segments in Poland that are trade, distribution, oil and gas exploration and production as well as gas storage and processing. The company is also the largest importer of natural gas to Poland.

Basic informations

The PGNiG Group is the leader of the Polish natural gas market, as well as the only vertically integrated gas company in Poland. Its parent undertaking is Polskie Górnictwo Naftowe i Gazownictwo. Formation of the Group's enabled coordination of the upstream and downstream operations – from exploration and production to storage to trade and distribution of gaseous fuels. The roots of the companies forming PGNiG date back to 19th century – to the beginnings of Polish and world oil industry. The company has been operating under the name PGNiG since 1982. In 1996, the state-owned company PGNiG was transformed into a joint stock company.

The Company owes its competitive edge on the gas market (which is now in the process of deregulation), chiefly to the natural gas and crude oil production. The core business of the PGNiG Group includes trade in and distribution of natural gas. Following the separation of its gas trading business from the operation of the gas distribution network – completed in 2007 – the entire trading business has been taken over by PGNiG, while distribution is now handled by six Distribution System Operators belonging to the PGNiG Group.

In 2008 PGNiG has started two important investment projects: develop the Lubiatów-Międzychód-Grotów field (LMG field) and expansion of Wierzchowice underground gas storage facility.

Activity

PGNiG and companies in PGNiG Capital Group are responsible for:

- gas and crude oil production,
- gas and crude oil fields development in Poland and abroad,
- geological, geophysical and exploration services in Poland and abroad,
- gas import to Poland,

- storage of gas in underground gas storage facilities,
- distribution of gas fuel.

Warsaw Stock Exchange

On September 23rd 2005, PGNiG floated its shares on the Warsaw Stock Exchange, in the largest public offering in 2005. The Company's main shareholder on debut day was the State Treasury, which held 84.75% of the shares. Starting form April 3rd 2009 PGNiG started a process of free of charge shares distribution to its employees (750,000,000 shares).

www.pgnig.pl

Amica

AMICA

The strength of the brand is testified not only by its market share, but also the high appraisal and satisfaction of consumers. Functionality, usefulness and interesting design of the products offered set the standard for the industry. Amica products cook, bake, cool, wash and clean in millions of homes in Poland and over 40 countries around the world to make everyday household tasks easier. When choosing an Amica branded product, customers receive an appliance which meets the highest quality, safety and environmental friendliness standards. Following the company's strategy Amica, by a quick response to customers' needs and an ability to change, is earning a place as a major supplier of a wide range of household appliances on the European market. Amica concentrates on the constant increasing of its customers' satisfaction, effectively and efficiently adapting its processes and business structure to the challenges of the market, creating the intuitive technological solutions which make cooking with Amica a pleasure.

The Amica brand is a leader on the Polish household appliances market and one of Poland's most valuable brands. Amica is also the most trusted brand in the category of large household appliances so popular among customers, which is confirmed by the findings of independent researchers. For the last few consecutive years, Amica has received the Most Trusted Brand distinction, awarded based on surveys conducted by Reader's Digest. This is because Amica's mission involves supplying appliances which will modernise the homes of Poles and other Europeans. The brand's key value is that it modernises the kitchens of Amica users. And that is why Amica has a significant share of the domestic market. The company's total share of the Polish household appliances market is over 14%. Sales revenue in 2010 reached 1.3 billion PLN.

Amica is one of the most valuable Polish brands. In the ranking published by the newspaper Rzeczpospolita, it was among the 100 brands which achieved the best results with regard to the individual indexes which form a brand's strength. The company has a strong market position which gives it 48th (from a possible 100) place in the general ranking of brand strength.

The company has also baeen praised by specialists, as confirmed by numerous awards and distinctions. Importantly, there are more and more of these each year. We consider the most prestigious of the awards we have received to be Economic Award of the President of the Republic of Poland for the best Polish enterprises.

www.amica.com.pl

POLISH AIRLINES LOT

LOT

LOT, the largest air carrier in Poland, has been present on the market for more than 77 years. The company services one of the largest and fastest developing European markets, offering to its clients a convenient network of air links as well as knowledge of the region, its needs and the speed of changes. LOT is a medium size European airline, but its fleet is one of the youngest and most advanced technologically. LOT wishes to retain its strong position on the fast developing market of flights to and from Poland. According to forecasts concerning expansion of the EU the traffic is to increase very fast, accompanying fast development of inter-regional relations and more liberal access to the market for new EU members from Central and Eastern Europe. The excellent location of well-operating transit node in Warsaw and well-developed network of links with countries located east and west of Poland support Poland's largest air carrier in expanding its share in servicing passenger and cargo flights between EU and Eastern Europe. LOT has covered a long way since it began to operate with its first Junkers aircraft with just a few seats, and transported some hundred passengers annually. Currently it may take pride in the fact that it is able to compete successfully with various regular and low cost carriers whose presence on the Polish market is gradually increasing. In 2005, LOT carried more than 3,5 passengers.

www.lot.com

BATYCKI

Batycki is a family firm, the oldest one among Polish producers of leather accessories. The tradition of the company date back to Lwow, a city renowned for its elegance from which Tadeusz Batycki moved to the Polish seaside nearly a half a century ago. He opened a leather workshop in Gdynia, followed by a shop. The workmanship of the products soon gained recognition of the customers. Fashionable and imaginative designs commanded acclaim of refined clientele. After 1989, a breakthrough year for Poland, the company took advantage of the new economic conditions. On Bozena Batycka's initiative the establishment expanded into a chain of shops, covering almost the whole of Poland. The Batycki brand name became a byword for leather products distinctive with repect to ther fashionable design and attention to detail. The second half of the 1990s brought about further changes. A new strategy for the company was created. The Batycki logo is limited to a narrow range of leather products, including mainly handbags aimed at the most discerning clientele. Changes introduced in the compnany secured the position od Batycki in the Polish market. The company sought to find a distinctive feature with which to secure originality for its brand name. Sucha was the origin of the Amber Collection, created in 2000. A new chapter in the history of the company began. A lucurious range of handbags, unique jewellery and fine leather accessories was developed then. It is amber that gave identity to Batycki products.

www.batycki.pl

Polimex-Mostostal

Polimex-Mostostal is an engineering and construction company that has been on the market since 1945. The Company is distinguished by a wide range of services provided on general contractorship basis for the chemical as well as refinery and petrochemical industries, power engineering, environmental protection, industrial and general construction. The Company also operates in the field of road and railway construction as well as municipal infrastructure. Polimex-Mostostal is the largest manufacturer and exporter of steel products, including platform gratings, in Poland. The Company is also the undoubted leader with respect to modern corrosion protection, in particular hot dip zinc galvanising.

Polimex-Mostostal mainly executes ‘turnkey’ objects as a general contractor as well as in cooperation with other entities as part of consortiums. As a general contractor, the Company has long and successfully been cooperating with the companies of its own Capital Group as well as sub-contractors and technological partners verified during the execution of numerous contracts.

The Company prides itself on having been listed at Warsaw Stock Exchange for more than 10 years now. Presence of the Company at the exchange does not only ensure prestige but, what is most important, the opportunity to co-create the Polish capital market.

Polimex-Mostostal is active and recognized abroad. Approximately 25% of the sale is exported. The export activity is facilitated by an international sales network – agencies or locally registered branch offices and manufacturing plants abroad.

www.polimex-mostostal.pl

LOTOS Group

The LOTOS Group is a vertically integrated oil company, whose business encompasses exploration for and production of crude oil, processing of crude oil, as well as wholesale and retail sale of high-quality petroleum products. LOTOS Group is a major producer and supplier of such products as unleaded petrol, diesel oil and aviation fuel and also Poland’s leading producer and supplier of engine oils, modified bitumens and paraffins. The Group operates a nationwide chain of petrol stations under the LOTOS brand.

LOTOS Group is incorporated as a joint-stock company, whose shares have been listed on the Warsaw Stock Exchange (WSE) since June 2005.

The LOTOS Group’s headcount as at the end of 2010 was 5,010 employees. The company’s sales of petroleum products grew in 2010 from nearly 7.6 million tonnes in 2009 to some 8.8 million tonnes. Over that period, the LOTOS Group’s share in the total fuel market increased from 28.3% to 31.3%. Sales revenue for 2010 amounted to PLN 19.7bn, which represented a 37% growth relative to the previous year.

The mission of the LOTOS Group is to pursue innovative and sustainable growth in the areas of hydrocarbon exploration, production and processing, and in the trading of products that meet the most stringent quality standards, in a manner which guarantees continuous growth in shareholder value, full customer satisfaction, ongoing development of employees and capitalisation on their capabilities, and which is responsible towards society, environmentally friendly and compliant with the energy security policy.

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Leisure & Tourism

The section presents tourist opportunities of Poland and gives information about most important issues to know when visiting the country.

photo by: Anna Góra-Klauzińska www.kadeskaart.com.pl

Geography

Landscape

The natural landscape of Poland can be broadly divided into three relief groups: lowlands, highlands, and mountains. The eastern extremes of Poland are typical for eastern Europe, while the rest of the country is more like western Europe in climate, structure and the character of its vegetation.

Poland is a relatively low-lying country. 91.3 percent of its territory lies below 300 m above sea level. The highest point is Mt Rysy in the Tatras (2499 m), while the lowes point is located west of the village of Raczki Elbląskie (1.8 m below sea level). The highest-lying settlement is Gubałówka (a part of the municipality of Zakopane; 1125 m), the lowest-lying settlement is Żółwiniec (1.3 m below sea level).

There are three main mountain ranges in Poland: the Carpathians, the Sudetes, and the Góry Świętokrzyskie (Holy Cross Mountains).

The longest rivers are Vistula (1047 km), Oder (854 km), Warta (808 km), Bug (772 km), Narew (484 km), San (443 km), Noteć (388 km), Pilica (319 km), Wieprz (303 km) and Bóbr (272 km).

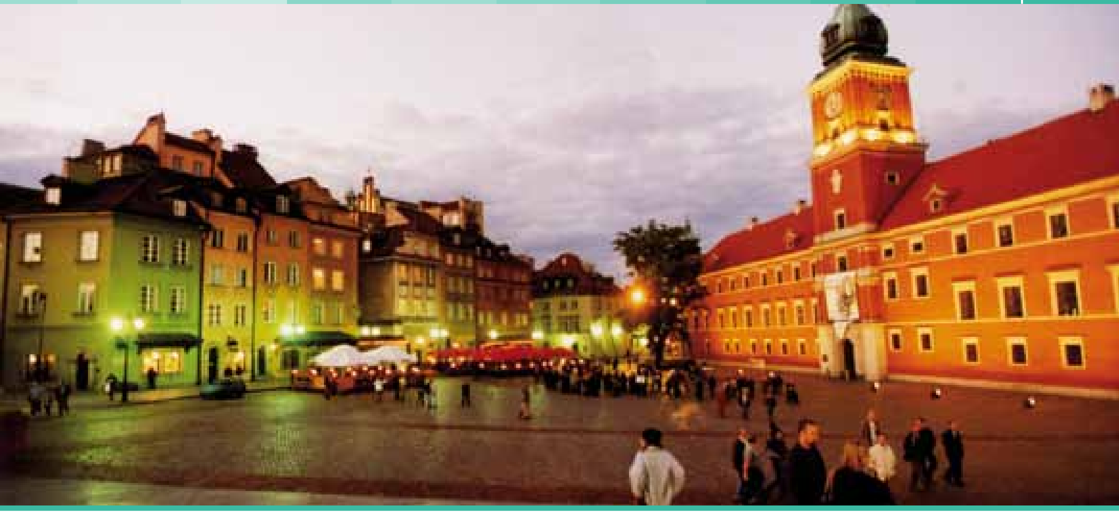
Climate

Poland has a moderate climate with both continental and maritime elements. This is due to humid Atlantic air which collides over its territory with dry air from the Eurasian interior.

The average annual temperature ranges from 7 deg. C(44.6 F) in the hilly Pomeranian and Masurian lake districts and in the uplands to 10 deg. C (50 F) in the belt of the sub-Carpathian basins, the Silesian Lowland and the Wielkopolska Lowland.

The hottest area is central Poland, with the temperatures exceeding 18 deg. C (64.5 F).

Hot days, when the temperature exceeds 28 deg. C (82 F), occur from May to September. Their number increases the further you go from the sea. On average, there are only five such days at the Rozewie Cape and over 40 in the Sandomierz Basin and Lublin Upland.



History in a Nutshell

The history of Poland is over a thousand years long, so telling it in a space as short as this is next to impossible.

Traditions

Traditions are followed in Poland perhaps more than among other nations. Although modern lifestyles draw heavily from the Western culture, many old Polish traditions are still alive and kicking. Our love of the days of old is particularly strong during typical family occassions: weddings, baptisms or funerals.

Poles love to entertain guests. Although the ancient practice of entertaining guests for weeks on end has long been forgotten, the first commandment of Polish hospitality is still observed: you should always find the means to make your guests feel welcome. Nothing should be begrudged your guests, even if it causes you financial grief later.

Poles also maintain certain customs which other nations regard as slightly unfashionable. One of the most peculiar social rituals, kissing a woman's hand, is an old court custom which originated in Spain. Forgotten in Spain, still alive in Poland.

Family gatherings are still the most important events in the lives of many Poles. The traditional Polish wedding is preceded by an engagement ceremony, where the union is blessed by the couple's parents. Today, the bride no longer has her plaited hair cut off; it is enough for her just to cast off her veil and throw her bouquet to the crowd of unmarried female guests.

Perhaps the most important occasion for demonstrating respect for traditional values is the Polish Christmas. Many customs, ceremonies and beliefs center around Christmas Eve, a special day in Polish homes. Traditionally, Christmas Eve dinner begins when the first star appears in the sky. First, there is a prayer, sometimes with a passage from scripture about Jesus' birth being read out. Then the family wish one another all the best for the new year and, as a sign of reconciliation, love, friendship and peace, share opłatek (Christmas wafer symbolising holy bread).

The Christmas Eve dinner is sumptuous and diversified. Typical dishes include barszcz beetroot soup with mushrooms or uszka (dumplings stuffed with mushrooms), mushroom soup, a cabbage dish (usually plain cabbage with mushrooms or pierogi with cabbage and mushrooms), sweet dumplings with poppy seeds, pastries, cakes, fruit, nuts, sweets and a compote drink made from stewed prunes, dried pears and apples. The main treat, though, is fish.

Folklore

Bukowina, Kartuzy, Koniakowa, Zalipie – in these places you will find not only respite from the hectic city life, but also elements of Poland's original and unique folk traditions being still part of everyday life.

Unique customs and costumes are most clearly visible in the Podhale region in the Tatra mountains. Zakopane, Nowy Targ and Bialka Tatrzanska entice visitors with the original wooden architecture of their highland houses and chapels. In Krupowki, at the foot of the Gubalowka mountain in Zakopane, you can buy original sheepskin coats and waistcoats, traditional shoes and pictures painted on glass. At the local inns you can listen to the highlanders' music and taste ewe's-milk cheese (oscypek), roast lamb and sour soup.

Another authentic traditional culture has survived in Kashubia. The Kashubians, the original natives of Pomerania, have preserved their language (once passed on in the form of counting rhymes with drawn signs and accompanying text) and their customs. These include the use of snuff, a typically Kashubian indulgence, from horn-shaped snuff-boxes made of amber, metal or cow's horns.

Beskid Slaski is the center of Polish lace-making. The openwork patterns crocheted from cotton threads, come in most diverse forms, such as tablecloths, blouses, net curtains, collars, decorations and recently also string briefs from Koniakow and Istebna, which are famous even in lands far from Poland's borders.. Exceptionally elaborate masterpieces are kept at Koniakow's museum of lace-making.

Another very special place is Zalipie, a village in the Lesser Poland region famous for its houses covered with joyful paintings of flowers. One of these houses has even been turned into an open-air museum. The painting tradition is still very much alive, and every spring there is a competition among the citizens as they daub their flowery decorations even on wells and dog kennels.

Folk traditions are also kept alive in Kurpie, whose name comes from a word for footwear made of lime-tree bast. Kurpie's cut-out patterns and colourful costumes can be admired in all their splendour during the Palm Sunday and Corpus Christi processions. For many years, the inhabitants of Kurpie have practised forest beekeeping. This gave rise to the annual honey collecting event in Myszyniec. The excellent forest-produced honey is used to make the local mead, which is renowned the world over.

Religion

Poles are a religious nation. Although a great majority of them are Roman Catholics, in Poland you will also find Protestant churches, synagogues, Eastern Orthodox churches, mosques, Old Catholic temples, Buddhist shrines, …

Over 34 million Catholics (following the Roman, Greek, Armenian Catholic and New Uniate rites), around 500,000 Orthodox Christians, more than 150,000 Protestants, about 130,000 Jehovah's Witnesses and 45,000 Old Catholics have their churches in Poland. There are also congregations which count only a few hundred believers, such as the Karaim Religious Association in Poland, which has just 120 members.

Religious life blossoms in thousands of places throughout Poland. Orthodox Jews pray in the Rehuh synagogue in Krakow, Tatars gather in the mosques of Bohoniki and Kruszyniany, Buddhists meditate at their temple in Kuchary, while the Filipon sect holds weekly services at the molenna in Wodzilki. In just one small village, Stefkowa in the Stary Potok valley in the Bieszczady mountains, stands a wooden Greek Catholic church, a brick-built Roman Catholic church and the Tatar Tomb – the only kurgan in Poland, where a Tatar leader was probably buried.

However, Poland remains an almost universally Catholic country, watched over by Mother Mary of Czestochowa, sometimes called the Queen of Poland. Every year in early August, pilgrims set off to her Sanctuary on Bright Mount in order to take part in the celebratory mass on August 15, the Feast of the Assumption. The pilgrims trave on foot, sometimes for hundreds of miles. They believe that the Black Madonna, who more than 350 years ago protected the Bright Mount monastery from the invading Swedes, will be merciful to them, too.

In their majority Poles are practising believers. In Silesia, Podhale and the Lublin region, more than half the inhabitants claim to attend mass every week. In Lodz and Warsaw, one in five people go to church.

Stereotypes

We are hard-working, hardheaded, resourcesful, hospitable and immune to the effects of strong drink. We love unto the grave, and when necessary, we fight to the bitter end. So much for stereotypes. What is the truth about the Polish people?

God, honour,country– this has been the motto of many generations of Poles who have fought for independence, not only their own, but also that of other friendly nations. We are always eager to rush to defend others, we are valiant and loyal. We have proven this on many occasions: at the relief of Vienna, during Napoleonic campaigns, and in the Battle of Britain.

Like all Slavic people, we are emotional and sentimental; we approach life with zest, but also with a certain amount of diffidence. We will do anything for our family and friends – we would give them the last shirt off our backs. Polish men are gallant and flamboyant – they will open doors for women and kiss their hands.

Polish women are – of course – the most beautiful in Europe. But they are also exceptionally resourceful.

Although we have suffered at the hands of fate, history and powerful neighbours, we are proud of being Polish, whether we live in Poland or anywhere in the world. Poles can be found in the remotest corners of the world and the Polish diaspora is believed to be about 27 million strong.

Did you know...? (famous Poles)

If it hadn't been for the Polish astronomer Nicolaus Copernicus and his paper "On the Revolutions of the Heavenly Spheres", modern Europe would have continued much longer in the belief that the Sun orbits the Earth. Today, his name is given to universities, observatories, space probes and even craters on the Moon and Mars. Here are more great Polish names which have made history.

John Paul II, Karol Wojtyla (1920-2005) was born, educated and ordained in Poland. The pontificate of JPII was characterised by openness to dialogue with the world and active spiritual work. He was the first in the history of the Church to hold prayer meetings with all religions.

Frederic Chopin – one of the greatest pianists of the 19th century – created a playing style which is still copied by musicians around the world, including those who come to Poland to perform at Chopin festivals.

Another pioneer in her field was Maria Sklodowska-Curie (Marie Curie), the first woman to become a doctor of physics and a professor at the Sorbonne. She discovered polonium and radium and did research into radioactivity and its use in cancer treatment. Twice awarded the Nobel Prize, she eventually died of leukaemia.

Other Polish Nobel prize winners include: Henryk Sienkiewicz, Wladyslaw Reymont, Czeslaw Milosz, Lech Walesa and Wislawa Szymborska.

Tourist Information

Where to find information?

Tourist information centers can be found in the vicinity of railway stations, at airports or in town centers. They are marked with internationally recognised ‘I’ symbol (or sometimes IT – Informacja Turystyczna).

The opening times vary depending on the seasonal traffic. The standard opening times are between 8 am and 4 pm. During the holiday peak season (June to August) or on weekends they may stay open as late as 9 pm. Information can be obtained in person, by telephone, e-mail or fax.

How can they help?

Tourist information centers can help you plan your sightseeing route around town or find overnight accommodation. They will also tell you about public transport fares, organised events or the local tourist attractions. Information centres also supply promotional leaflets about the town and the region, street maps, information booklets and guides. Advice is also given, for example, about local Accident & Emergency facilities, specialist shops and current discount price offers for tourists. You can also ask them to call for you a taxi, reserve a restaurant table or help you hire a car.

Where to find a guide?

To hire a guide it is best to enquire at a tourist information center, hotel reception or a travel agency. They will help you to book a guide or put you in touch with a local agency. The most popular languages are English, German and Russian, but in major tourist attractions and cities guides speaking other languages are also available, including Japanese and Chinese. A typical cost of hiring a guide for a few hours (the minimum charge is for 2 hours) starts from about PLN 150.00 (also depending on the number of people in the party).

Available discounts

A holiday in Poland does not need to be a strain on your pocket. Find out what discounts are available to visitors and get the best value for your Polish money.

Karta Miejska / City Card

The scheme is operated by several Polish cities, including Warsaw and Krakow. The card is designed as a discount price season ticket for public transport within the city, which also offers discounts on car parks, museum, sports and cultural event tickets.

Karta Polska / Polish Card

“Karta Polska” is a discount card offering access to tourist attractions and other sites, accommodation, restaurants and transport services across Poland. It will not only save you money, but will also makes it easier to plan your journey.

“Karta Polska” is available at major tourist information centres in Poland and at Polish National Tourist Offices abroad. It is free of charge and is valid for two years. It comes with an information leaflet that explains in detail the benefits of using the card during your holiday in Poland.

Signs and symbols

Although the popular signs, symbols, logos and pictograms you will find in Poland are used internationally and those which are not will be pretty self-evident, there are some that may be worth explaining.

There are two signs often seen in towns and along routes “IT” or simply “I”. Both are marks for a “Tourist Information” facility. The former is now being replaced by the internationally recognised “I” sign.

Another frequently seen sign is “PKP”. This abbreviation stands for Poland’s state rail operator, Polskie Koleje Państwowe. It can often be found on signposts and in public transport timetables, and is used to mark rail stations on maps.

Another popular sign is “PKS” – the acronym for a nationwide coach operator.

Although some routes are operated by more than one coach company, PKS, being the oldest and biggest player in the market, has become a generic name for public coach transport in general. The PKS logo is also used to mark coach stops and stations on maps.

A yellow post horn with the words “Poczta Polska” is the symbol of the Post Office.

“NFZ” (a dark blue logo, with a two-coloured heart) stands for Poland’s National Health Fund, and is used to mark public health facilities.

Polish spirit

From the ancient custom of greeting visitors with bread and salt, Poland's system of social graces has developed into one that is unmatched in the world, and will often put a smile on your face. You can expect to be spoilt – every Pole wants to be the host with the most, no money and effort spared.

When in Poland, be prepared for your words to be sometimes misinterpreted, but do not worry about miscommunication. You will find it very easy to engage in a friendly conversation, even regardless of the other speaker's linguistic competence.

You wil be overwhelmed by the exceptional hospitality offered by the Polish people and the good-hearted everyday social rituals you will experience.

When visiting a traditional Polish home, be prepared to be confronted with situations described described below:

Even on the first visit do not be surprised to be offered by your host a pair of slippers for your comfort.

If you are invited for dinner, better go on an empty stomach because otherwise you will find it difficult to feast on a generous helping of soup with noodles, pork cutlet with cabbage and potatoes, topped with a cheesecake and washed with a bottle of home distilled flavoured liquor.

If you abstain from alcohol, you will find that in Poland it is sometimes not enough just to say "no, thanks", as your host may assume his traditional Polish hospitality is being put to test.

If you travel on public transport, be prepared for a display of old fashioned courtesy: young people give up their places to the elderly, while gentlemen make way for ladies.

It is considered exceptionally courteous to kiss a woman's hand as a way of greeting. This practice is particularly popular among the older generation.

While dining in a restaurant, you will be expected to leave a tip. Tipping is similar to the rest of Europe, i.e. at least 10% of the value of the bill.

There are, of course, many more specifically Polish customs. It is also worth knowing that the Poles are a particularly friendly and supportive people, who cultivate a sense of duty towards each other and their families and friends.

Since 95% of the population are Roman Catholics, all major church holidays are strictly observed, particularly Christmas and Easter. On such occasion, Polish families come together to enjoy good spirit and good food and drink.

Tolerance

Poland has along standing tradition of tolerance towards minorities. While the absence of discrimination on the grounds of religion, nationality or race is a known fact, it is perhaps less known that homosexuality has never been illegal in Poland.

Accomodation

Poland has several thousand hotels. You can choose among hotels belonging to international or Polish chains or stay at a place with more history and character: an ancient stately home, palace or even a former factory.

Boutique hotels are becoming increasingly fashionable – cosy, full of character, designed by well-known interior architects, these are places where guests can truly feel comfortable.

There is also an increasing number of guest-houses and small family-run hotels. Most of them are situated in major towns and tourist destinations, although they can also be also found in many beautiful but remote places, like the Jaczno Inn near Suwalki and the Dworek nad Lakami in Kiermusy (Podlasie region).

Rural holidays (agritourism) is another fast-developing sector. This means there is more and more rooms available troughout Poland as bed & breakfast accommodiation.

Thanks to such places, you can now find a convenient place to stay close to the tourist attraction of your choice, in the countryside and in small villages.

In the mountains, walkers can make use of a range of mountain hostels situated near popular trails. Hence, you can travel on foot across whole mountain ranges; the Bieszczady, Beskidy, Tatra, Gorce and Sudety mountains. Regardless of the standard of accommodation (which varies widely, from very simple to luxurious), these mountain hostels operate according to one principle: walkers will always be offered shelter, particularly those arriving in the evening. Even if there are no spare beds, you will be allowed to sleep indoors.

Rules and Formalities

Rail tickets

The best place to buy rail tickets is the station. Express / IC InterCity / EC EuroCity trains charge extra for seat booking. Visit the information desk to enquire about timetables, prices and special offers. If you happen to be too late to buy a ticket at the station, you can still board the train and, as soon as possible, ask the guard to sell you a ticket (at a surcharge).

Information for motorists

While travelling in Poland by car or bike, you need to be aware of the local regulations for public road users, which may sometimes be different than in other EU countries.

Any foreign registered vehicle used on public roads in Poland must meet technical requirements described in the 1968 Vienna Convention on Road Traffic.

Speed limits

50km/h in built-up areas (60km/h between 11pm and 5am). Entry into a built-up area is marked with a white rectangular sign with the name of the town or a similar sign showing urban skyline in black; the exit point is marked with an identical sign with a red diagonal stripe.

90km/h outside built-up areas

100km/h on A-class roads (marked with a white car on blue background sign)

130km/h on highways

Required documents

valid vehicle registration document (logbook)

valid driving licence

Additionally, for vehicles registered outside the EU:

Valid vehicle insurance certificate

Accident procedure

In case of a road traffic accident, the driver should call the police and wait for their arrival. If people are injured, also an ambulance or doctor must be called. According to the Polish law, any driver involved in an accident must provide first aid to accident victims and stay at the scene of the accident.

Customs & Excise

When travelling between Poland and the UK or Ireland, you should take note of some customs procedures and regulations. This will spare you the disappointment when some of the items you bought during your stay in Poland turn out to be subject to customs restrictions.

On arrival, take the blue EU channel to move more quickly through customs. You should also go to the special EU passport control desks for faster processing.

If you are 17 years of age or over, you may legally bring into Poland goods for your personal use and consumption, free of customs duty. With regard to alcohol and tobacco the duty-free quantities may not exceed:

800 cigarettes, 200 cigars, 400 cigarillos (up to 3kg), tobacco – 1kg 110 Krakows of beer, 90 Krakows of wine, 10 Krakows of spirits, 20 Krakows of fortified wine However, because there are restrictions governing the import of tobacco to the UK from certain EU countries, including Poland, please always consult the HM Revenue & Customs before bringing these goods back. Generally, you will not be allowed to bring with you more than 200 cigarettes per one adult person. For more information please consult the HMRC website (e.g. EU enlargement – tobacco restrictions for the New Member States).

You should be aware of the current control regulations in Poland before taking out funds in excess of 10,000 Euros (or the Sterling equivalent of approximately £6,400).

Alcohol and tobacco

Poland has no specific laws regulating drinking and smoking. There are, however, certain restrictions as to the minimum age and the venues where people are permitted to drink and smoke tobacco.

It is also worth remembering that being under the influence of alcohol is not a mitigating factor if an offence has been committed. While smoking tobacco is going out of fashion in Poland, it is not prohibited to smoke in public places.

Drinking in public places

In Poland, it is prohibited to drink alcohol in public places, with the exception of properly licensed designated places, such as bars, restaurants, open air cafe gardens, etc.

Under-age drinking

It is strictly prohibited to sell or offer alcohol to minors under the age of 18 years. Likewise, under-age drinking is not allowed in licensed bars and restaurants.

Drinking & driving

In Poland, the legal limit of blood alcohol content is 20 milligrams per 100 milliKrakows of blood. Driving while under the influence of alcohol (between 20 mg and 50 mg) is an misdemeanor punishable by a fine. Driving while being above the 50 mg limit is a serious offence which leads to criminal conviction and possible seizure of the vehicle. Offenders face a possibility of immediate arrest and up to two years' imprisonment.

Notes and coins

Poland has its own currency called "Złoty". Here you can find out about the notes and coins in circulation.

Poland's legal tender is called Złoty. It is abbreviated to PLN and pronounced [z-woh-ti].

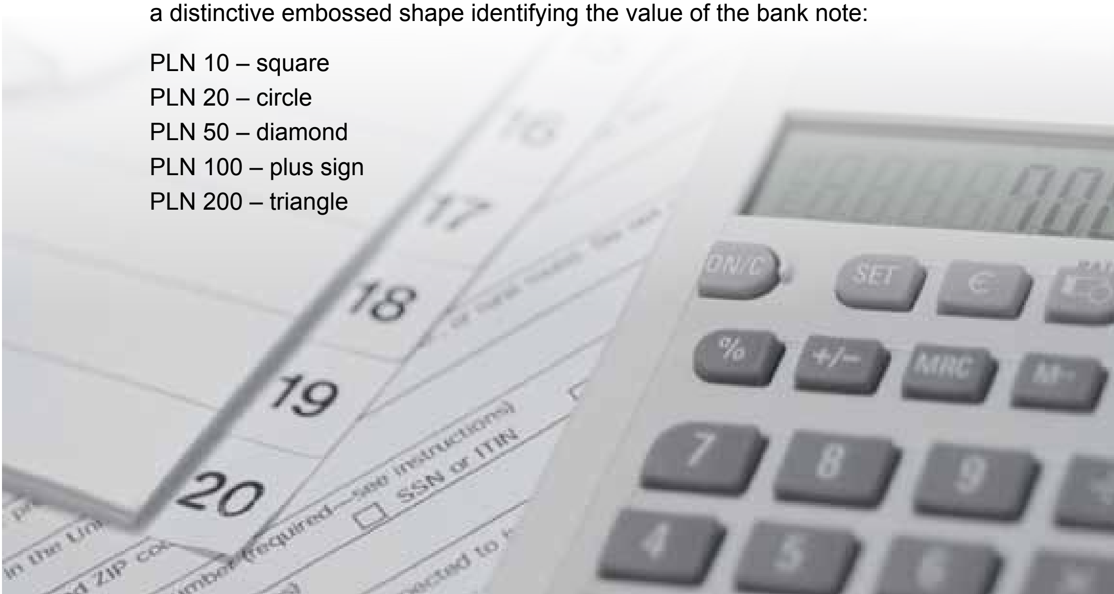
1 złoty = 100 groszy. It is abbreviated to "gr." and pronounced [groh-shi].

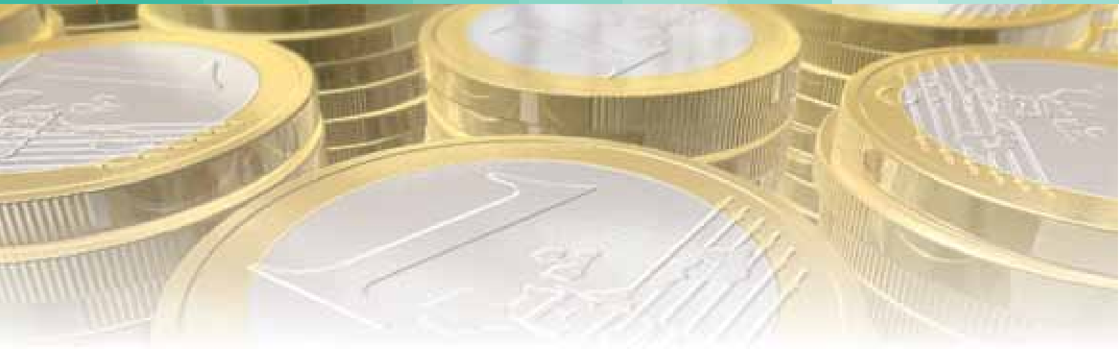
Coins in circulation:
PLN 1, 2 and 5 and
1, 2, 5, 10, 20 and 50 groszy coins

Notes in circulation:
PLN 10, 20, 50, 100 and 200 notes.

To help the blind and partially-sighted, each Polish banknote carries a special mark – a distinctive embossed shape identifying the value of the bank note:

PLN 10 – square
PLN 20 – circle
PLN 50 – diamond
PLN 100 – plus sign
PLN 200 – triangle





Currency exchange

You can exchange money everywhere in Poland, in big cities and small towns. You can use an ATM machine or visit a bank, currency exchange counter in town or at a hotel reception desk.

Cash

All major foreign currencies may be exchanged for Polish money at a bank or exchange counter, (identified by the name Kantor). Over-the-counter exchange is available at larger hotels, at border crossings or in dedicated outlets across towns and cities.

Banks in larger cities are usually open from 9 am to 4 pm on weekdays and until 1 pm on Saturdays. In smaller towns or villages they have more limited business hours, usually from 5 am to 1 pm.

Kantors are usually open from 9 am to 7 pm on weekdays and until 2 pm on Saturdays. 24-hour services are usually available in larger major tourist centres such as train stations, border crossings and airports.

Travellers Cheques

Major travellers cheques can be exchanged (for a commission) at most of the locations above, with the exception of Kantors. Eurocheques are accepted in accordance with the standard international practice.

Banks and ATM's

Visitors to Poland may be assured of easy access to banks and cash dispensers, particularly in larger towns.

Banks

Banks are normally open Monday to Friday between 10 a.m. and 3 p.m., sometimes up to 6 p.m. They offer currency exchange, collection of money transfers or cashing traveller's cheques.

Cash dispensers (ATM)

In Poland, ATM's, which operate 24 hours a day, offer easy access to your money without the need to go to an exchange counter. They can normally be found near banks, rail stations, fuel stations, at airports, supermarkets, in town centres and other spots popular with visitors.

What are traveller's cheques and will banks cash them?

Traveller's cheques are a means of carrying money which is safer than cash. Their advantage is that if they are lost or stolen the money is not lost, and the cheque can be re-issued within a very short time. On arrival at your destination, you can exchange the cheque for cash. This can be done at most Polish banks. However in many cases it is not necessary to cash your traveller's cheques, as they are often accepted as a means of payment, particularly in large stores.

Paying by card

It is hard these days to get by without a piece of plastic in your wallet, particularly while travelling abroad, when it is neither necessary nor convenient to carry travellers cheques or cash. In Poland, the use of credit cards is widely accepted, particularly in major towns and tourist attractions.

Where can I pay by credit card, and what are the advantages of doing so?

Virtually everywhere. In supermarkets and most shops credit cards are a standard form of payment. For foreign visitors they have an added bonus, because they eliminate the need to exchange money before coming to Poland.

Which cards are most widely accepted in Poland?

The most widely used cards are Europay International, MasterCard International, Visa International, and American Express, both the embossed and the electronic version.

Electronic cards (Maestro, Visa Electron) can be used only in cash dispensers and at points of sale equipped with electronic card readers. Embossed cards (Eurocard/ Mastercard, VISA) are not subject to such restrictions.

Using ATM's in Poland

Poland has an extensive network of ATM's (called bankomat), which are connected to all international networks. There are almost ten thousand ATM's in the whole of Poland, of which over a thousand are located in Warsaw alone. Please consult your bank or card issuer about the charges incurred while using your card abroad.

Euro

Please note that Poland is not a member of the Euro currency system and that Poland's legal tender is złoty.

Opening hours

During the holiday season, tourist attractions, restaurants and pubs are normally open until late. Shops, big and small, and shopping centres open for business very early and stay open until late.

Tourist attractions

When visiting museums, galleries or other attractions, be prepared for each of them having different opening times. In the popular tourist spots, such as Krakow, Warsaw or Gdansk, most places are open between 10 am and 6 pm. In smaller towns, local attractions may be open for a shorter time, e.g. until 4 or 5 pm.

For tourist attractions the opening times are very much dependent on the season, which means that they normally stay open much longer in summer and during the holiday period.

Some museums are closed for one day every week. This is normally Monday, but you are advised to check in advance.

Shops and shopping centers

In Poland, you can do your shopping at any time of the day. Clothes shops and boutiques in towns are open from 9–10 am until 6–8 pm. Food and alcoholic drinks are sold in a network of small 24/7 shops.

In a number of big shopping centers scattered throughout Poland you can buy virtually anything – from food and drink to electronic equipment, clothes and books. They are normally open between 9 am and 10 pm.

Banks, post offices

The opening hours for public facilities such as banks and post offices are normally from 9 am to 4–6 pm.

Restaurants, pubs

In large towns, restaurants and pubs open in the morning and serve food and drinks until late at night (often until the last customer leaves). You will easily find places serving food even after midnight. In smaller towns, such places generally close at around 10 pm.

Hotels and restaurants

You should expect to pay around PLN (zloty) 250–350 (USD 80.00 – 115.00) per night for a high quality double room in Warsaw and other major cities. More modest hotels offer prices ranging from PLN (zloty) 160 to 250 (USD 50.00 – 80.00). You may also take advantage of comfortable guest houses or private accommodation, usually charging between PLN (zloty) 30 and 100 per night (USD 10.00 – 33.00).

In restaurants, much depends on the type of menu and the standard of the venue. The cost of a decent meal is between PLN (zloty) 20 and 50 (USD 7.00 – 17.00) for a single course, or PLN (zloty) 30 to 80 (USD 10.00 – 25.00) for a three course meal.

Entertainment

Here everything depends on how you want to spend your time and money. Most pubs and cafes with live music and disco bars sell variety of drinks and appetisers, thus catering for a wide variety of tastes and wallets. A half-liter glass of excellent Polish beer, depending on the type of establishment, will cost between PLN (zloty) 5 and 12 (USD 2.00 – 4.00). Cocktails are usually priced at PLN (zloty) 10 – 15 (USD 3.00 – 5.00). Cinemas, theatres, aqua-parks and game arcades are relatively inexpensive, too.

Top Traveler's Destinations

Cracow

A city wrapped in legend, where time flows differently, and where every moment becomes a moment of history. For centuries Cracow was the capital of Poland, the seat of kings, attracting great scholars and artists from the whole world. It is their talents and imagination we must thank for the city's rich legacy of unique historical relics, which reflect the most important trends in European culture.

The renaissance Royal Castle at Wawel, the gothic St Mary's Basilica, the historical trade pavilions of the Cloth Hall, the former separate Jewish city of Kazimierz, and even the Nowa Huta district, absorbed by Krakow together with its socialist-realist, industrial architecture, are all places which make a visit to Krakow extremely worthwhile.

Although the city no longer plays such an important administrative role, for many people, thanks to its rich history, Cracow still is the symbol of all things Polish, connecting tradition with modernity. In the special atmosphere of the beautiful and mysterious streets of the Old Town and Kazimierz you will find everything you need to allow you to escape from everyday life. Galleries full of exhibitions, cafes, pubs and restaurants: all of this is an integral part of any visit to Krakow. And all this is merely a modest part of what we can offer travellers seeking exciting destinations on the world map.

www.krakow.pl/en/

Zakopane

Situated in the south of Poland at the foot of the Tatra mountains – the most beautiful and the only Alpine-like mountain range in the country – and only two-hour's drive from Krakow, Zakopane is the highest located town in Poland. It has been enchanting visitors with its unique atmosphere for over 100 years. The town has long been regarded as the winter capital of Poland, but it is also the tourist capital of the country.

Zakopane is the country`s largest centre of winter sports. When the two chair lifts on the top of Mount Kasprowy start operating at the beginning of December, Zakopane becomes the skier`s prime destination. A network of around 50 ski lifts anda cable car is backed up with a very good accommodation and catering base offering a wide range of services.

In addition to popular cable car to Mount Kasprowy, the funicular to Gubałówka hill, chairlifts in Polana Szymaszkowa, Harenda, Nosal are gaining popularity with skiers. Ski runs of different difficulty give plenty of opportunities to learners and experienced skiers alike. An increasing awareness of cultural identity is a great asset in the development of tourism. It is a well known fact that popular art is still very much alive, and it is intensively cultivated in the Tatra and the Podhale regions. In the town and the whole region there are numerous folklore groups, as well as wonderful painters and sculptors. It is true to say about Zakopane that it has always created an atmosphere which fostered artists. The International Festival of Highland Folklore has been held there for 41 years, and is now the oldest and the largest folklore event in Europe.

Zakopane can be proud of its Witkacy Theater, which is one of the best in Poland. Zakopane offers its visitors what they will not find anywhere else: splendid nature, rich folklore and orginal culture. Perfect conditions for relaxation and, above all a full range of sports in summer and winter. For more than 100 years artists, politicians, cultural activists and scientists have been coming here to improve their health, admire the breathtaking views and take exercise – and to be fasionable, as it is very fasionable to go to Zakopane. Today they still find Zakopane quiet and relaxing, but without having to give up the comfort of the city, or hospitality and fair service.

www.promocja.zakopane.pl/

Mazurian Lake District

Situated in the north-east part of the country, the Lake District is often called "the land of thousand lakes". All kinds of water sports, especially sailing and canoeing, as well as hiking, cycling, horse-riding and fishing are very popular. Those who prefer to visit some historical places will not be disappointed during their holidays either. Remember to check the local cuisine based on freshly harvested produce and try local beer brewed in small breweries all over the region.

A ship cruise is a highly recommended attraction there. Nowadays, Mazury is a land of sailing and canoeing lovers, who must not miss Sztynort. The local Zęza tavern has acquired something of a cult status among sailing crews who flock there every night to drink, sing and have a good time. The most important sailor's towns are: Mikolajki, "The pearl of Masuria" (village which never sleeps: you will always find someone to have a pint of beer with as well as to try great, fresh fish) and Ruciane – Nida (with plenty of taverns, bars and locally run pizzerias, serving cheap food in a pleasant atmosphere). For the canoeing lovers we recommend one of the most interesting canoe routes in Europe – the Krutynia River (91 km long).

Those, who like a bit of the history, will find the Wolf's Lair and Hitler's headquarters in Gierloz and headquarters of OKH in Mamerki fascinating. Not to be missed: Ketrzyn (Rastenburg) – the mid XIV- century castle with perfectly preserved courtyard and the main gate, from about 1350. Other interesting attractions are: Swieta Lipka with the pilgrimage church built in magnificent Baroque style and Kadzidlowo – a privately–run animal reserve not only from the Masurian district (where you may experience a face–to–face acquaintance with beavers, deer, stags, wolves, wild horses, and goats).

www.staypoland.com

Hel Peninsula

The Hel Peninsula is a natural and landscape attraction, unique on a national scale. Some even call it the longest pier in Europe. Sea currents carrying sand washed away from the seabed formed the Hel Peninsula. First, in the place of today's peninsula a lagoon appeared, which gradually emerged from various parts of the sea in the form of an island chain. Clean beaches and unique local climate with healing properties resulting from large amounts of iodine in the air only add to the attractiveness and beauty of the peninsula. In 1987, because of its unique properties, the whole of the Hel Peninsula was incorporated into the Seaside Landscape Park (Nadmorski Park Krajobrazowy).

Two municipalities, Hel and Jastarnia, are located in the narrow strip of the Hel Peninsula. Hel is one of the oldest settlements in the Pomerania region. Surrounded by water, with high dunes and unique flora, as well as forests where deer, wild boars and birds live, Hel is a perfect holiday spot for the lovers of nature. Strolling down Wiejska St, you can admire old bolted houses, which are remnants of Kaszubian architecture from the turn of the 19th c. In the former historic, 15th c. church, the Museum of Fishery is seated. At the Museum, you can see the only in Poland open-air display of old fishing boats. Walking down the Seacoast Boulevard you can reach a Marine Station and seal zoo. In addition, history enthusiasts can visit the old facilities and fortifications from the WWII period. Moreover, Hel offers a well-developed tourist, trade and catering infrastructure. A number of cultural, sports and entertainment events are held for tourists and local residents.

www.panorama-miast.com.pl/39/html/hel.htm

Bialowieza

It is a village located in Eastern part of Poland, which is one of the most unspoilt by industrialization lowland regions of Central and Eastern Europe. This is a country of National Parks, huge natural forests, wetlands, big meandering rivers, wooden architecture, excellent food and free – living European bisons, wolves and elks. This is a country of big original ecosystems, where the Nature works in its ancient, unchanged way. It is here, where you can walk endlessly for many days far away from civilization facing your thoughts amidst the wilderness. This is also a mixture of different nations, cultures and religions. Poles, Lithuanians, Ukrainians, Jews, Tartar have been living here together for hundreds of years in peace and harmony. It is a country of small family farms and friendly people. You can still meet people living like their forefathers – without running water, electricity and money. They plough their fields using horses and simple, self-made machines. Here you can get a taste of really pure food, made following ancient recipes. Come and try the taste of real milk, homemade bread and famous local dishes such as bigos, pierogi, babka, and kielbasa.

Polish cuisine

Polish cuisine is a mixture of many European cuisines – Lithuanian, Ukrainian, Belarusian and Russian. However, it has been also influenced by trends from Italy, France and Turkey. Due to this unique combination of flavors, Polish cuisine is never boring and it will surely satisfy the most sophisticated gourmets.

Typical Polish dishes are prepared with crème, eggs, and meat – mainly beef, pork and chicken. However, even if you are on a diet, you should forget about counting calories because they are really worthwhile trying! Vegetables are also omnipresent, especially winter types like cabbage, lettuce, leek, carrot and celeriac, which came to Poland from Italy. Poland is renowned for excellent smoked meats, especially sausage and various types of bread. You can choose among white, brown, whole meal and many others,

which you cannot find anywhere else. Something unusual for other cuisines, but widely used in Polish one is sauerkraut – shredded and fermented cabbage and salted sour cucumber. Bigos, one of the most popular Polish meals is made of this type of cabbage, while cucumber can be served as an accompaniment to sandwiches or as an ingredient of salads.

The main meal is eaten around 2 p.m., therefore much earlier than in other European countries, and usually consists of 3 courses. First course is a soup, for example poultry or beef bouillon served with noodles, tomato or cucumber soup or more festive like barszcz (beetroot soup) and żurek (sour rye meal mash) – served with sausage andhard- boiled eggs. Main course includes a roast or kotlet schabowy – pork cutlet coated in breadcrumbs and served with potatoes and cabbage. The meat is prepared in different ways: roasted, fried, grilled, stewed or with gravy sauces. It can be accompanied not only with potatoes, but also with kasza (buckwheat groats) and leaf salad called surówka – shredded vegetables like carrot, apple and celeriac with lemon and sugar.

Yet, the Polish cuisine presents a great variety of other dishes which can be served as a second plate. Poland is well-known for wonderful dumplings such as pierogi – made of unleavened dough, boiled, fried or baked and stuffed with various ingredients. The most popular – so called Russian dumplings – are filled with potato, cheese and fried onion.

RESTAURACJA
KINO MOSKWA

Kino Moskwa restaurant is reminiscent of the history of the iconic place in Warsaw from the communist era.

We specialize in both meat and vegetarian cuisine. It is hard to choose the favourite one amond various restaurants. Visit us and you will find out how the good cuisine in reasonable price tastes.

In our offer we include cathering and special events organisation.

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For meat- lovers we have pierogi with meat, often mixed with cabbage and vegetarians will definitely prefere to try pierogi filled with cabbage and mushrooms. In summer, the sweet version of pierogi is very popular, they are stuffed with fruits like strawberries, blueberries and served with a dash of cream and sugar.

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After spending a few days in Poland you will notice that Poles love cabbage andmushrooms. Therefore another very famous and delicious Polish dish is called gołąbki. This is a mix of pork and/or beef meat with rice, fried onion and spices enveloped in white cabbage leaves, baked and served with tomato sauce.

Bigos – a traditional stew, typical not only to Polish but also Lithuanian and Belarusian cuisine, includes cabbage as well. There is no one, universal recipe for bigos, as every region and every family have their own variations of this dish. Typical ingredients are cabbage, mushrooms, sausage and parts of different types of meat, often smoked one. The common practice is to keep a pot of bigos for a week in the fridge and reheat it several times, as a result its taste will be intensified. Bigos is traditionally served on the Second Day of Christmas.

The meal in Poland is often concluded with a dessert such as poppy seed pastry, cheese cake or apple Charlottes. The best proof that Poles love sweets is the holiday Fat Thursday, when according to the tradition everybody must eat at least one donut to be happy and successful for a whole year.

It is known that Poles are keen on drinking beer and vodka. Polish beer is of the highest quality and can easily compete with this from Germany and Czech Republic. Many breweries have long tradition and produce beverage using old recipes, what guarantees its high quality and natural taste. Clear vodka is the most popular drink among spirits, but many flavored brands are also available. Best example is vodka with grass blade from Białowieża Forest or vodka, which contains specks of 22 – carat gold.

Every region of Poland has its specialties, which are characterized by their uniqueness and outstanding taste. In the Silesian region the most traditional main course consists of stewed beef rolls stuffed with pickled cucumber, piece of sausage and mushrooms accompanied by dark dumplings – made of potato – flour, grated potatoes, red cabbage with fried bacon. Nobody can imagine mountain regions without ewe's – milk cheeses like bryndza and oscypek and roast lamb. Smoked meat from this region has the unique taste, whose secret lies in a special method of corning meat. Nowadays, Polish cuisine is undergoing changes as a result of new trends in lifestyle, which insists on eating more healthy and lighter food. Consequently, various types of vegetables are getting more and more popular like zucchini, aubergine and broccoli and cream low in fat replaces this rich in fat. However, traditional dishes are still prepared for all important holidays, because even if they are hearty, their taste is wonderful and cannot be compared with nothing else.

Medical Tourism
Invest in yourself first

Medical Tourism, SPA & Wellness in Poland

Medical Tourism

Is it possible that a country which reclaimed its sovereignty and reestablished the free market only just two decades ago emerges as a premiere medical tourism destination for patients from the whole continent? It is not only possible, but it is already true. Poland became a recognized center of cosmetic and plastic surgery as well as dentistry treatments for a lot of Europeans. What factors contributed to this success? Firstly, Poland's accession to the European Union strengthened its image of an excellent healthcare center at affordable cost. Secondly, our country provides thrilling leisure time opportunities that can compete with any destination in the world. Thirdly, Polish economy is developing much faster than any other European countries, due to well − educated, friendly and hard working people.

Healthcare system

Medical services in Poland are provided by public and private health institutions, however medical travellers take advantage mostly of the latter. Polish medical institutions are certified by the Polish Ministry of Health and recognized by the European Union and NATO. Further international accreditation includes ISO as well as the Trent Accreditation Scheme from the UK and the European Society for Quality in Healthcare. Polish doctors and dentists are highly qualified specialists, who successfully implement latest achievements of medicine in their professional work. Every health practitioner must be registered in the Chamber of Physicians and Dentists, which is duly recognized by the European Union and other Western countries. Due to this fact, you can be sure that services you receive are on the highest medical level.

The most favorable pricing

The idea of having a cosmetic, dental or other medical treatment may deter any patient when they are faced with their high costs. Yet, patients from Great Britain, Ireland, Germany and even Canada overcame this impediment by travelling to Poland, where the procedures can cost up to 70% less than in their home country. In addition, the increasing number of low − cost airlines flying to the biggest Polish cities from all over Europe, make the trip easy, fast and cheap.

Great variety of services

The great offer of medical services can satisfy the most demanding patients. The most popular services among medical tourists are plastic surgery and cosmetics, general dentistry, dermatology and obesity treatments. The most common problems that patients would like to correct are protruding ears, bumpy noses, breast reduction or enlargement. Among dental treatments most popular are aesthetic stomatology and dental surgery.

These are only examples as the list is long and impressive, therefore everyone will find something suitable. Most of the Polish specialists speak English fluently. Moreover, the clinics provide interpreters who deal with any necessary translation.

Where to go?

The best medical institutions are located in the biggest Polish cities like Warsaw, Cracow, Gdansk, Wroclaw, all easily accessible by planes. Citizens of the European Union as well as several other countries do not require visas to gain entry to Poland. Travellers from Russia, Belarus, Ukraine and the rest of the world need visas to enter Poland, but the procedure to obtain it is simple and unproblematic. Medical tourism is also a way to attract people to come to Poland and enjoy some of its best tourist sites. Polish cities offer a wide range of attractions, therefore even after the treatment you can enjoy your time here, and still make a saving!


Beauty under the eye of an expert
skinclinic
MED & BEAUTY

Introduction

SkinClinic Med & Beauty are two modern clinics of aesthetic medicine located in prestigious districts of Warsaw. The first one was established in 2008 at Stawki street, whereas the second one at Żaryna street, at the beginning of 2012. Both places belong to the best and most renowned clinics in Poland.

The founder of SkinClinic, Katarzyna Chwedoruk, has over twenty years of experience in the field of aesthetic medicine and cosmetology. Due to her work Polish women got to know many innovative aesthetic solutions and treatments checked in the world's best clinics.

SkinClinic Med & Beauty in Poland has a position of an innovative, trendsetting and standard shaping brand in aesthetic medicine.
It was none other than SkinClinic who was the first to present Body Jet liposuction, introduced innovative methods of rejuvenation –Thermage CPT and Ulthera.

Range of services

SkinClinic offer our patients treatment programs, based on the use of advanced equipment and technology in the field of:

aesthetic medicine
medical cosmetology
aesthetic gynaecology

Aesthetic medicine & medical cosmetology treatments – Face

Face treatments concentrate mostly on rejuvenating skin, lifting, firming, removing scars, moles and spots, rejuvenating the eye area and shaping lips. The experts in our clinics use for these purposes the world's best methods: Thermage, Ulthera, Golden Threads, mesotherapy, fillers: hyaluronic acid, Radiesse, Fraxel laser, lifting threads, Botox.

Cosmetology therapies support aesthetic medicine. They are based on the use of cosmetics of selective brands and methods such as Zaffiro, Intraceuticals or Cryolift.

Body treatments help our patients slim and shape their figures, remove cellulite, firm and rejuvenate the skin on hands, breasts or arms. The experts in our clinics use for these purposes innovative equipment and the most efficient aesthetic methods:
Body Jet liposuction, SmartLipo or LipoShock and Proshock Ice therapies, which are complemented by Zaffiro, Ulthera, Fraxel Dual treatments. The state-of-the-art Palomar laser allows permanent body hair removal.

Aesthetic gynaecology

In the area of aesthetic gynaecology our clinics offer safe plastics and revitalizing treatments of abia and constricting vagina (MonaLisa Touch laser, Desirial preparates).

Medical personnel

Our clinics cooperate with best doctors and cosmetologists - experts of aesthetic medicine and specialists from various areas, who have extensive knowledge and long-term experience, educated in leading medical study centers and are trusted by their patients. They give lectures in Polish and foreign congresses and train students in their fields. Members of Polish and European medical societies and associations - Association of Aesthetic Dermatologists, Polish Chamber of Aesthetic Medicine and Anti-Aging or European Society of Aesthetic and Cosmetic Dermatology.

Cooperation with stars

For the prestige of places and popularizing professional beauty treatments it is significant to cooperate with top stars. Among those who appreciate the professionalism, knowledge and experience of the clinics' doctors you may find most popular Polish actresses, singers and models. One of the ambassadors of beauty discovered SkinClinic Med & Beauty is world famous model Joanna Krupa.

Contact

Warsaw, Zaryna 7
phone 22 407 27 72
phone/fax 22 435 91 92

Warsaw, Stawki 4b
phone/fax 22 635 43 53
info@skinclinic.pl

www.skinclinic.pl

skinclinic
MED & BEAUTY

SPA & Health Resorts

I am sure that when you see the word SPA you think about aromatherapy, relaxing massages and anti-cellulite treatment in a tranquil surrounding. These free associations are very appropriate, however in Poland "spa" has a wider meaning than in other European countries. This is because spa centers often belong to the co called health resorts. Poland's tradition of spas and health resorts dates back to the 13th century. Europeans have long been flocking to Poland to take advantage of its wealth of natural resources – its picturesque landscapes, excellent climate conditions, mineral rich water and therapeutic mud deposits. It is hard to imagine a better way to get rid of different physical problems and combating mental disquiet.

Nowadays, you will find over 40 spa municipalities and more than 70 health resorts across Poland, from the Baltic coast in the north to the mountainous regions in the south. They are often located around unpolluted places rich in therapeutic mineral substances, which are used in various healing and rejuvenating treatments.

Spas take various forms – from urban day spa centers whose offer is based on aesthetics and relaxing services, to huge spa resorts, which specialize in particular areas of treatment. Do you know why Polish spas are so unique? It is due to their strong emphasis on health and well-being. They are unique because they offer services provided not only by aroma therapists and aestheticians but also physiotherapists, dermatologists and nutritionists. As you may suspect, spa offers include such facilities like swimming pools, jacuzzi, saunas and gyms. However, you can also use kryotherapy chamber, where after spending 2 or 3 minutes in the temperature of 135°C, you will feel energized, relaxed and your immunology system will be strengthened. Salt cave is another unusual place, which naturally occurs in certain parts of Poland and has a healing influence on thyroid and bronchial illnesses.

The whole year operated sanatoriums offer package treatments, which include accommodation, meals, medical care, physiotherapy and recreation as well. Medical care covers diagnosis and treatment. There you will find all sanitary and entertainment facilities, menu will be prepared by nutritionist, who takes into account the needs of individual patients. Swimming pools, saunas, gyms and cafes are inherent elements of every good health resort. Prices depend on the standard of the services, which differs from decent to luxurious conditions, but everybody will be satisfied undoubtedly. There are many great health resorts in Poland and most of them are specialized in alleviating specific illnesses. We present to you two most famous resorts in order to show their advantages and potential.

Dental Excellence - dental clinic in the center of Warsaw. Your teeth, your face - your beauty. - Because you're worth it!

Dental Excellence
STOMATOLOGIA

Dr n. med. Jan Dethloff

What are the reasons for the Dental Excellence clinic's success on the Polish market?

First of all, the passion and the desire that our patients could fulfill their dreams of health and beautiful smile. We have a great team of doctors with various specializations therefore we may offer comprehensive dental care including aesthetic medicine. We constantly improve skills of our medical team throughout the best training programs in the country and abroad. We also work with world-renowned specialists who, if necessary, consult our patients. Dentistry is so well developed science that cooperation and interdisciplinary treatment is the only guarantee for safety, proper treatment and ultimate success in restoring health.

The clinic has an opinion of reputable and exclusive, is that true?

We are glad to be recommended by our patients to their friends and family. This means that we did a good job. Ability to support patients in several languages (English, German, Russian, French, Persian, Arabic) allows us to communicate and help foreigners living in Poland, the diplomatic Corps and people arriving from abroad. Are we exclusive? (Smile) The prices of our services are not exclusive, what easily can be checked on our website, but when it comes to advanced technology, offered services and their quality are definitely on the highest level.

Does technology play a major role in dental treatment today?

In my opinion, well-trained physician specialist who use modern technology in the form of hardware, software, bio-materials and access to global knowledge which has direct contact with specialists and research centers in the world can handle on the diagnosis and treatment much better than a person based on the eye, the sampling and standard drill. I am passionate about the technology. For 12 years I introduce modern technology by training doctors in Europe through cooperation with renowned universities and companies in the dental industry. For me it is hard to imagine dental diagnostic without digital radiology, laser and electronic diagnostics, imaging programs and 3D design or implantology navigation, etc.

Early detection of caries allows for non-invasive (without drill) and effective methods of laser treatment, photoactivated disinfection and restoration of enamel with nanoparticle technologies. Mechanical treatment is being replaced by knowledge and technology in the field of molecular biophysics and biochemistry. I recommend it especially to parents who want to ensure that their children have never known the meaning of the word „caries”.

Are you one of the few specialists in patients with atypical migraine headaches, tinnitus and crackles in the joints?

Yes, it’s true. This narrow area requires a multidisciplinary approach and knowledge. Increasingly younger patients visit our clinic with strongly worn teeth and enamel defects of the teeth’s neck. This kind of defects often lead to overloading of the teeth and exposing the necks of the teeth. Muscle overload causes atypical headaches, pain in neck and shoulder girdle and even pain in the eye or ear. There are noises and screams in your ear and it is the least desirable time such as during a scuba diving or flying an airplane. I cooperate with orthopedic surgeons from the National Center for Rehabilitation and doctors of the International Speech and Hearing Center in Kajetany. Fortunately, treatments are effective and allow patients to return to work or school in a short time. Sometimes, 48 hours is enough, for patient to feel free from symptoms.

Are implants popular in Poland? What do you offer in the clinic?

Dental implants are an ideal solution for the loss of a single tooth, several teeth, or the total edentulous. We use implantology navigation which is design and execution of prosthetics in computer systems. We use renowned Swedish implants from Astra Tech – a company which has a vast experience in the research and development of implantology. Sometimes we have to rebuild bone and gums which atrophied to make the final functional and aesthetic result ideal. We all want the new teeth to look natural and beautiful.

Dental Excellence

Al.Jerozolimskie 56 C, 00-8-3 Warszawa

tel 22-242-84-86 tel kom. 791010100

Entrance and free parking on Zelazna Street

www.dentalexcellence.pl

Ciechocinek

Ciechocinek Health Resort is a location of the world's most famous and biggest graduation tower, which is a structure to remove water from saline solution, used in the production of salt. It increases the concentration of a solution of mineral salts. The salty water runs down the tower, and – through the action of breeze and sun – partly evaporates; at the same time a certain mineral content of the solution is left behind on the sticks of brushwood. A salty mist of iodine, bromide and ozone wafts around the constructions and onto the people walking below it. Inhalation of salt air enhances the healing of respiratory system and thyroid and helps to stabilize high blood pressure. It acts as an antiseptic, soothes the nerves and augments the natural energy of the body.

Busko Zdrój

Located in the Holly Cross Mountains region, this health resort is said to be one of the best in Poland, because of its richness in sulphate, iodide and bromide waters. Taking advantage of hydrotherapy you can heal here cardiovascular system as well as dermatological and gynecological diseases. Aqua massage, vibrating platform and cold treatment in cryogenic chambers in the temperature below – 120°C are just few examples of the long list of treatments offered in Busko Zdrój.

Make a research!

Before travelling to another country for any treatment you should make a research to be sure that the clinic, sanatorium or spa will meet all your expectations. Make sure to browse on-line, visit your local travel agency or simply ask family and friends for recommendations. If you spend some time doing it, I am totally convinced you will not regret spending some time in Poland an you will look refreshed and revived afterwards.

Plastic Surgery | Anti-Aging
Aesthetic Medicine | SPA
Hi-Tech Cosmetology

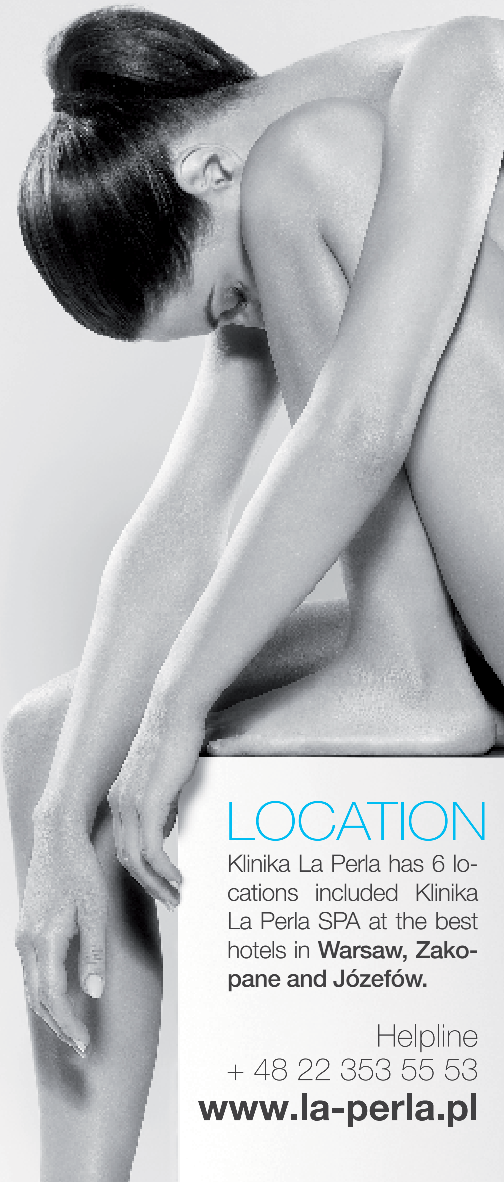
KLINIKA LA PERLA

KLINIKA LA PERLA

Klinika La Perla defines trends in the Polish plastic surgery, aesthetic medicine, Hi-Tech cosmetics and SPA. It guarantees what is most modern and most exclusive.

MOST POPULAR TREATMENTS

- **Ultherapy** – non-invasive procedure available to lift skin on the face, neck and chest.
- **Liposonix** – safe and non-invasive alternative to liposuction – 1 size smaller after 1 treatment.
- **Thermage** – uses focused radio - frequency energy to trengten collagen in your skin for a smooth, sleek look that can help you feel years younger.
- **Liposuction** – Body Jet - the procedure is safe, effective and easy, offering outstanding results with minimal risk.
- **SPA** – plenty ofer of regenerating and relaxation treatments.



LOCATION

Klinika La Perla has 6 locations included Klinika La Perla SPA at the best hotels in **Warsaw, Zakopane and Józefów.**

Helpline
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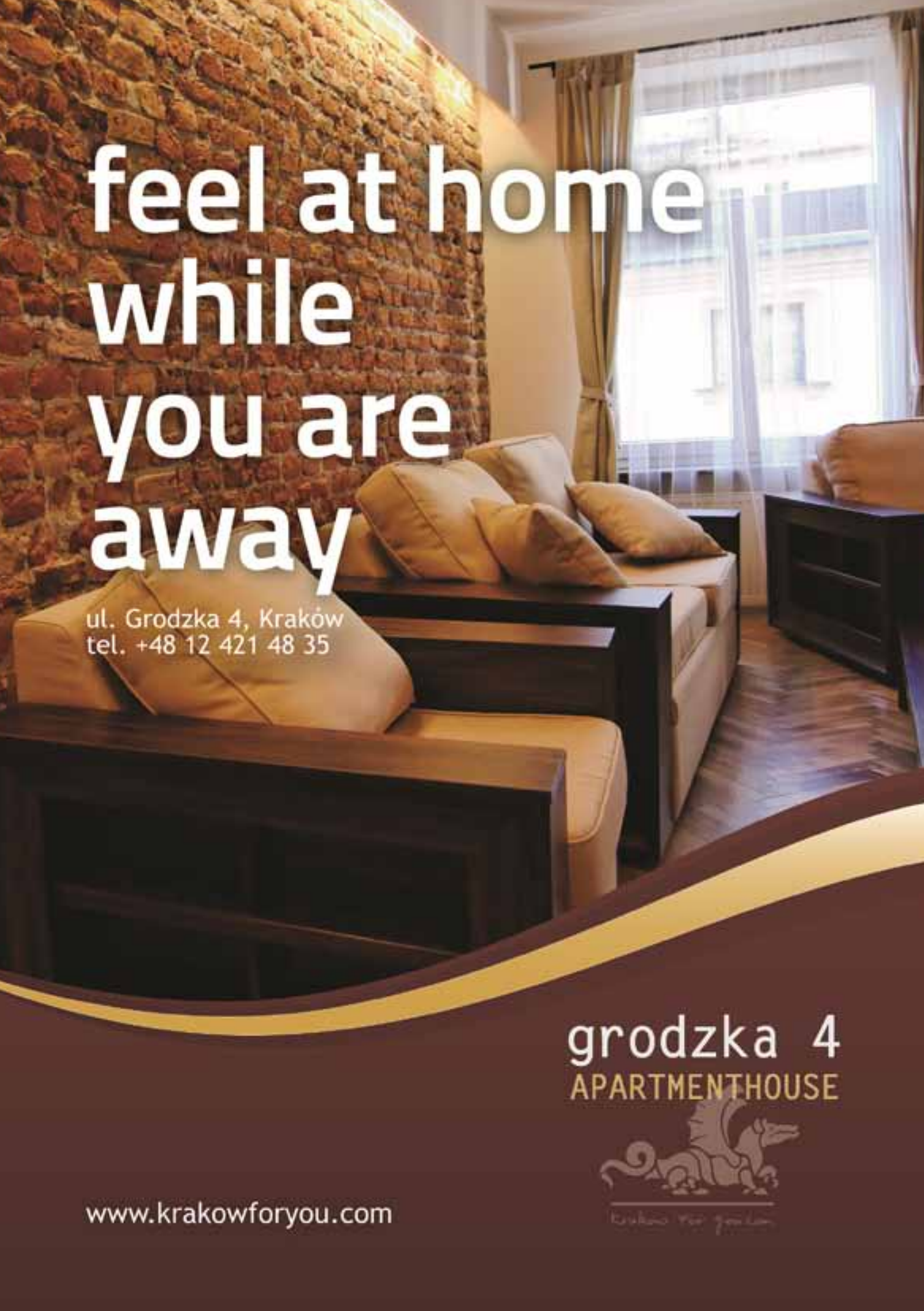
www.la-perla.pl



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