



Unlock Poland

**Develop your business and
#GoBeyond**

2025



Expanding your business in Poland

Expanding into new international markets can be challenging due to the many issues to consider and resolve. Our Unlock Poland service can provide expert advice and insight to support you every step of the way. From helping you find the best location, to setting up a branch or subsidiary, we are committed to providing pragmatic and timely advice that allows you to focus on achieving your business goals.

International expansion is an important step, but with a dedicated international business adviser, who takes time to understand your business and customize the specific services you require, you'll know you have the support to manage the risks and maximize the potential a new market offers your business.

Our advisers can help at every stage of your company's growth cycle – from starting-up, raising venture funding, listing on a global exchange, acquiring or merging with another company, or using Poland as a base to expand into other markets – which means that whatever the challenge, we're at your side.



We can help you with the following services



Company set up

- Creating a strategy and business plan
- Legal documentation
- Opening a bank account
- Providing payroll and accounting
- Providing virtual office / front desk
- Tax solutions advisory
- Selecting and applying for grants and incentives
- Comprehensive targeting support



ESG

- Full implementation of ESRS reporting, implementation of EU Taxonomy and VMSE reporting
- Audit of ESG reports
- Analysis: ESG gap, double materiality
- Calculation of carbon footprint
- Assistance in implementation of decarbonisation and ESG strategies
- Preparation of ESG policies and regulations in respect of “S” matters
- ESG Due diligence
- ESG trainings



Due diligence

- Finance
- Tax
- Legal
- Business
- Cybersecurity



Tax advisory

- Corporate and international taxes
- Indirect taxes
- Personal taxation
- Transfer pricing
- Internal tax procedures
- Global mobility services
- Tax disputes and resolution services



Mergers & Acquisitions (M&A)

- Financial and transactional services
- Tax advisory
- Legal advisory
- Valuation
- Due diligence
- Purchase Price Allocation



Business process solution

- Accounting
- Financial reporting (including consolidation of financial statements)
- Tax compliance
- Payroll & HR services
- Corporate secretarial services

We can help you with the following services (continued)



Business design & UX

- Digital Transformation
- Innovation Strategy
- Data, AI & Business Processes Automation
- AI Maturity & Implementation (audit, AI assistant, AI Agents)
- Digital workplace & Intranets
- Digital product research (UX & CX, market fit)
- Digital product design (UX / UI, design systems, accessibility)
- Change managements and Re / UpSkill programs



IT outsourcing

- IT Service Desk
- Cloud Migration
- Cloud security (Zero Trust, Data recovery)



Cybersecurity

- vCISO (Ciso as a Service)
- Security governance & strategy
- Incident response & recovery
- Security audits
- Vulnerability management



Consulting

- Business consulting
- Development strategy
- Organizational consulting and modelling of structures
- Portfolio & project management
- Human capital
- Financial consulting
- Valuation
- Debt advisory
- Financial modelling
- Forensic



EU subsidies for companies

- Analysis of the company's development in terms of the possibility of obtaining subsidies
- Advisory in the process of preparing application documentation
- Service and advisory during project implementation



Audit and assurance

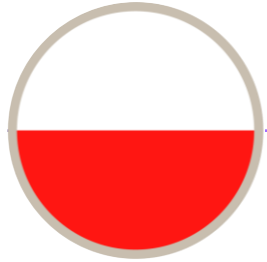
- Statutory audits and non-statutory audits
- Local GAAP conversions
- Financial reporting advisory
- Consolidation packages
- Business risk services



Employment issues

- Comprehensive legal advice in all employment issues and HR processes
- Employment tax issues
- Pensions and benefits

Why choose Poland?



Market Opportunity

- 38 million population
- Location in the heart of Europe
- Gateway connecting West with Central and Eastern Europe
- Poland ranks 8th among the largest economies in the European Union
- Ranks among the top 5 fastest-growing economies in the European Union
- Dynamically expanding logistics infrastructure and ICT networks



Magnet for talent

- High percentage of population at working age
- More than 40% of the 25-34-year-olds in Poland have completed tertiary education
- Hardworking and loyal employees
- One of the world leaders in attracting BSS investments
- Multilingual workforce



Quality of life

- A quickly modernizing country and a welcoming society
- Good choice of residential and educational opportunities
- Unique cultural heritage and impressive natural landscapes

Why choose Poland? (Continued)



Access to finance

- A highly competitive and dynamic banking sector
- GPW is the biggest financial instruments exchange in Central and Eastern Europe
- Access to EU structural funds



Incentives for investors

- Polish Investment Zone (almost all of Poland is a Special Economic Zone)
- R&D Tax relief
- Innovation Box (IP Box)
- Robotization relief
- Prototype relief
- Expansion relief
- Other reliefs



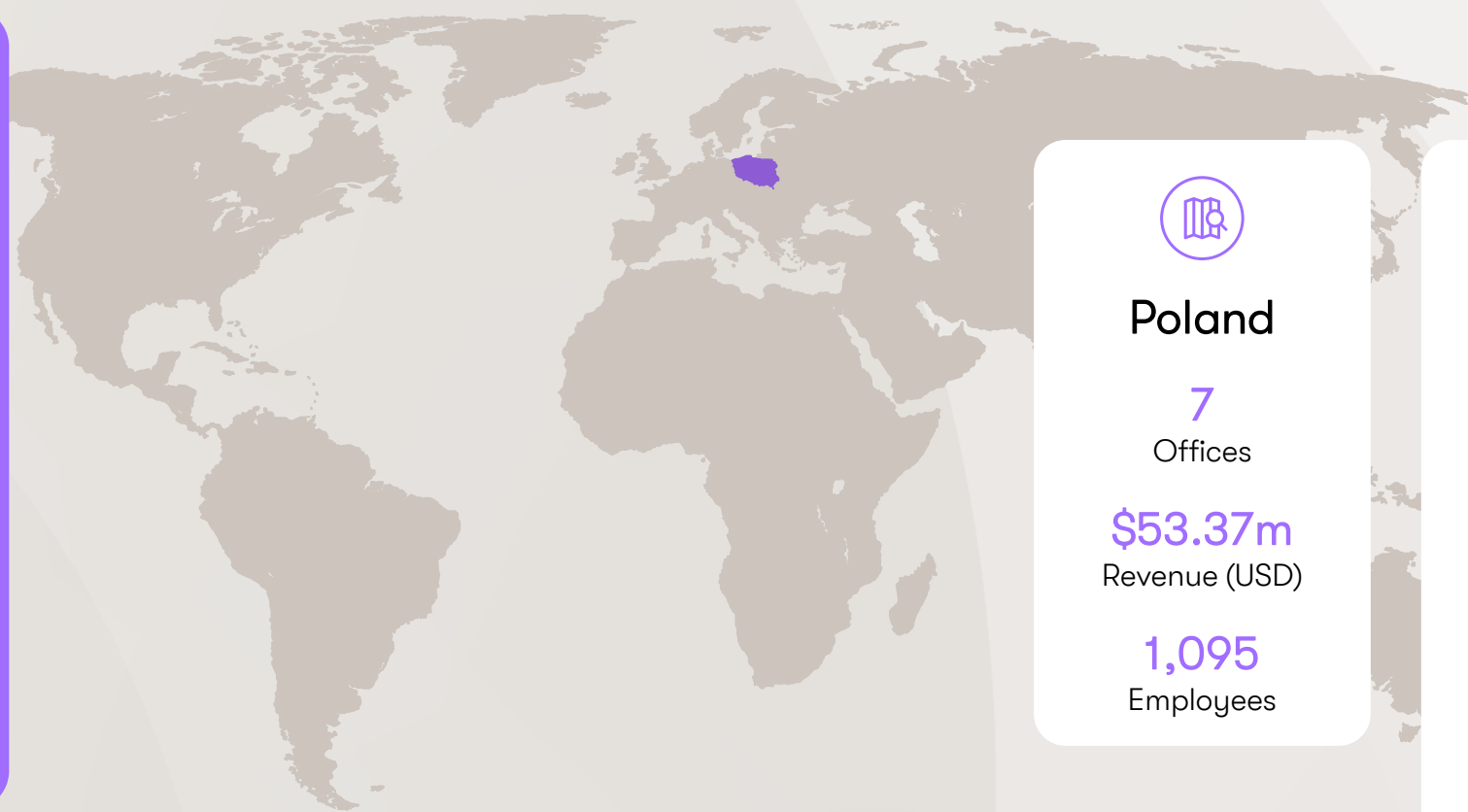
Business friendly environment

- Poland has a young, well-educated and hardworking population and a friendly business environment that offers great opportunities for foreign investors
- Poland is one of the largest countries in the European Union (by population) and its GDP increased in 2024 by 3.2% vs 2023, in real terms

Grant Thornton – A truly global network

Grant Thornton is one of the world's leading organizations of independent assurance, tax and advisory firms.

Wherever you choose to do business, you want access to people with the best ideas and critical thinking that will enable you to grow your business at home and abroad. To ensure continuity of service, we have 23 international business centers (IBC) led by experts from around the world, that work together to provide and co-ordinate the gateway to the resources of Grant Thornton.



Poland

7

Offices

\$53.37m

Revenue (USD)

1,095

Employees



Global

690+

Offices

\$8bn

Revenue (USD)

150

Markets

76,000

Employees

Contact

For more information about how we can help you Unlock Poland, please contact:



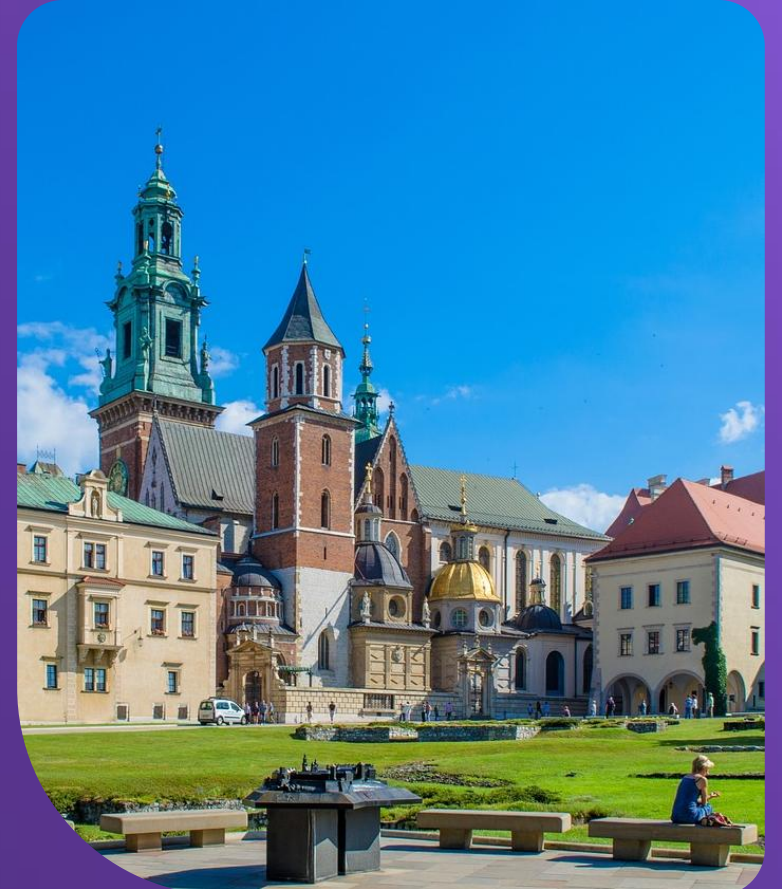
Prem Polaczek

Managing partner
Grant Thornton Poland
M +48 601 728 688
E przemyslaw.polaczek@pl.gt.com



Jolanta Jackowiak

Partner
Grant Thornton Poland
M +48 601 934 173
E jolanta.jackowiak@pl.gt.com





© 2025 Grant Thornton Poland. All rights reserved.

Grant Thornton Poland is a member of Grant Thornton International Ltd. 'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton International Ltd (GTIL) and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.