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Invest in Poland

Investment climate and public aid

23.06.2021

PAIH. All the help investors need, in one place, free of charge.

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The **Polish Investment and Trade Agency** (PAIH) is a state-owned organization supporting FDIs in Poland.

Our experienced team with a practical attitude and excellent business acumen will ensure your investment process is as smooth as possible, with the assistance of a dedicated Project Manager.

- Tailor-made macroeconomic, HR, legal and sectoral datapacks
- Information about different forms of public funding
- Location consulting; online database of investment plots
- Identification of potential partners and suppliers
- Facilitating contacts with local and central government
- Organization of site visits for prospective investors
- Introduction to start-ups and technology providers; organising B2B meetings
- Support in building partnerships with R&D institutes and innovation centres
- Follow-up services post completion of the project; media relations aftercare

Centre for Investments

Our portfolio

Polish Investment & Trade Agency
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working with a network of **150+ experts** in the fields of trade and investment, based in Poland and abroad

11 languages spoken: English, Chinese, German, Spanish, Italian, Portuguese, French, Russian, Japanese, Czech, Slovak

1 150+ offers in a centralised database of investment sites (plots, warehouse & office space)

191 currently active projects

25+ years of service for foreign investors looking to invest in Poland

900+ total projects completed in Poland

25 bn EUR total estimated finalized projects value, pledged to create over 225 thous. new workplaces.

Top countries – new potential investors
Belarus (43)
USA (26)
South Korea (18)
Poland (16)
Germany (13)
Japan (12)

Top sectors – new potential investors
BSS (41)
Automotive (19)
eMobility (17)
Chemical (13)
Other (13)
Electronics (9)

PAIH – Attracting foreign investments from around the world

Hundreds of foreign investors served over more than 25 years

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Manufacturing and logistics

BSS and R&D

Taiwanese Investors in Poland

Untapped investment opportunities for Taiwanese Investors

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over **3600** employees is working in the Taiwanese companies in Poland

over **33** Taiwanese companies active in polish market

8 Taiwanese projects assisted by PAIH

Case Study

TPV VISION INNOVATOR

Start of operations: **2008**

Reinvestment: **2018 (new distribution center)**

CAPEX: **50 mn EUR**

Employment: **~1500 people**

Factory floor: **100 000 sqm**

Product: **LCD TV sets**

Location: **Gorzów Wielkopolski**

Manufacturing:

1. **TPV Displays Polska**
LCD OLED TV, Gorzów Wielkopolski
2. **Iron Force Poland**
Automotive – passive safety equipment, Zabrze
3. **Ferroxcube Polska**
Ceramics - magnetic cores, Skierniewice
4. **Chung Hong Electronics Poland / USI**
Electronics - MPCBA, PSU, LED, Kobierzyce
5. **Tex Year Europe**
Hot met adhesives, Gniezno

Logistics / repair center

6. **Acer - Asplex**
Electronics, Wrocław
7. **Compal**
Electronics, Łódź
8. **MSI**
Electronics, Wrocław

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Why Poland?

Poland – your place to invest

Basic information

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5th most populous country in the EU (38,0 mn inhabitants)
Largest country in CEE

15 cities exceeding 200k inhabitants

USD 1,33 tn total GDP (PPP)

57% debt-to-GDP ratio

USD 35 165 GDP per capita (PPP)

USD 99,1 bn
total value added in manufacturing

USD 262 bn total exports value

USD 10,9 bn inward FDI flows

<20% contribution of exports to GDP

USD 235 bn inward FDI stock
17% of GDP

Currency:
Polish Złoty (PLN)
1 EUR ~ 4,5 PLN
1 USD ~ 3,8 PLN

Tax rates:
CIT 19% (base rate), 9%, 5%
VAT 23% (base rate), 8%, 5%, 0%
PIT 17%, **32%**

Source: National Bank of Poland, Statistics Poland, International Monetary Fund, UNCTAD

Poland – your place to invest

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Unprecedented growth

Highest growth rate in the OECD *between 1990 and 2019*

No recession from 1991 through 2019

Biggest labour and product market in CEE

*Over **40% of** the region's **total GDP** and **labour pool***

Transparent

***Regional leader** in the Transparency International Corruption Index*

Business-friendly

40th** in the Doing Business ranking **(1st in CEE)
***2nd lowest tax wedge** for labour costs in the region – **35,6%** (below OECD average)*

Stable, robust economy

***Max score for Macroeconomic Stability** in the Global Competitiveness Report*

FDI magnet

***EU leader** in foreign **inbound capital investment** (2019)*

***Top in EU** in value of **new greenfield projects** (2019)*

***One third of all FDI stock** in the region*

Well-developed infrastructure

***1st in CEE** in **Airport Connectivity** & **Quality of Road Infrastructure** (Global Competitiveness Report)*

Competitive cities

European Cities of the Future (fDi Intelligence):

***Warsaw**: **6th position** (ahead of Berlin and Stockholm); **2nd** in EU **in Business Friendliness** among Major Cities*

Poland in the post-COVID world

Stability and quick rebound prospects

Before COVID, Poland was already **EU leader in capital inbound investment** *(fDi Report, 2020)*

14% year-to-year increase in the number of FDI projects (2019)

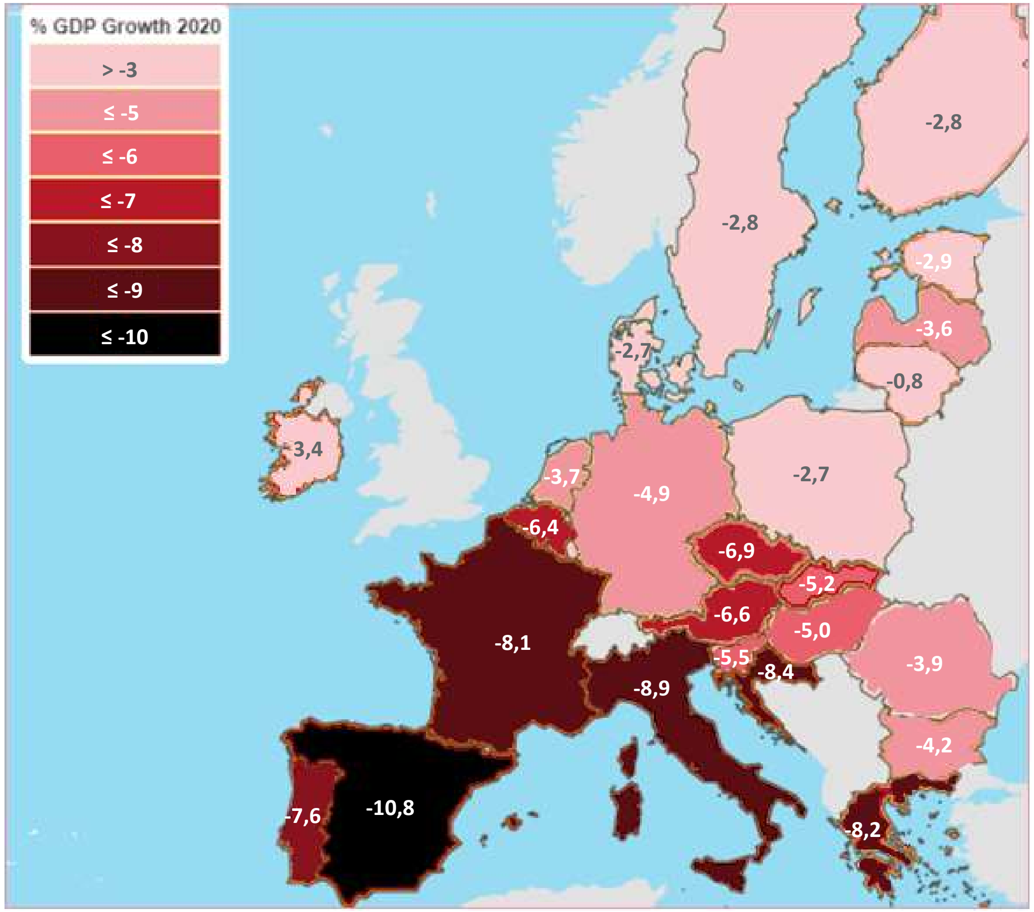
Growth y/y in the number of completed FDI projects (Jan-Apr 2020) despite the crisis – top in the world *(fDi Intelligence)*

Highest growth rate in the OECD between 1990 and 2019, with no recession since 1991

Post-COVID data (EU Commission):

One of the **smallest real GDP declines in the EU in 2020** (-2,7%)

Projected **rebound** near 2019 levels **already in 2021**



Real GDP change in 2020, European Commission

Sources: fDi Report, European Commission, fDi Intelligence

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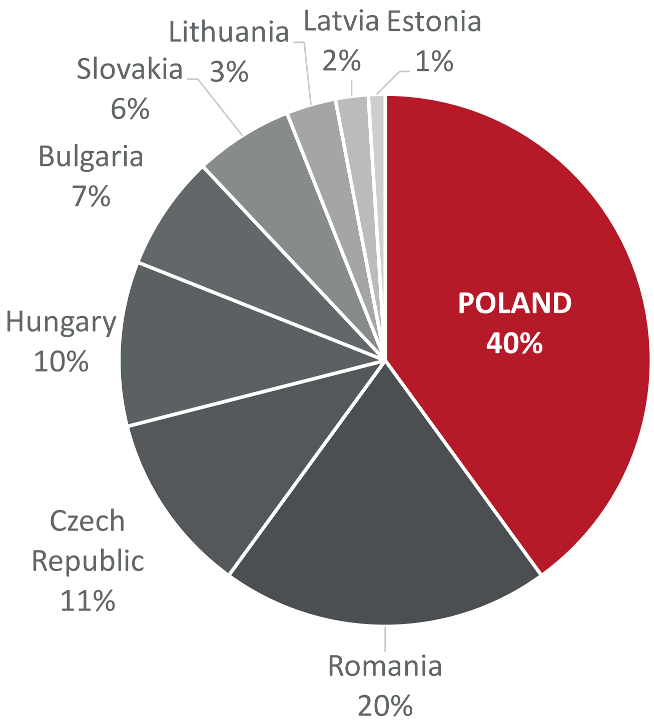
Human resources

Poland's human resources

Population of CEE countries

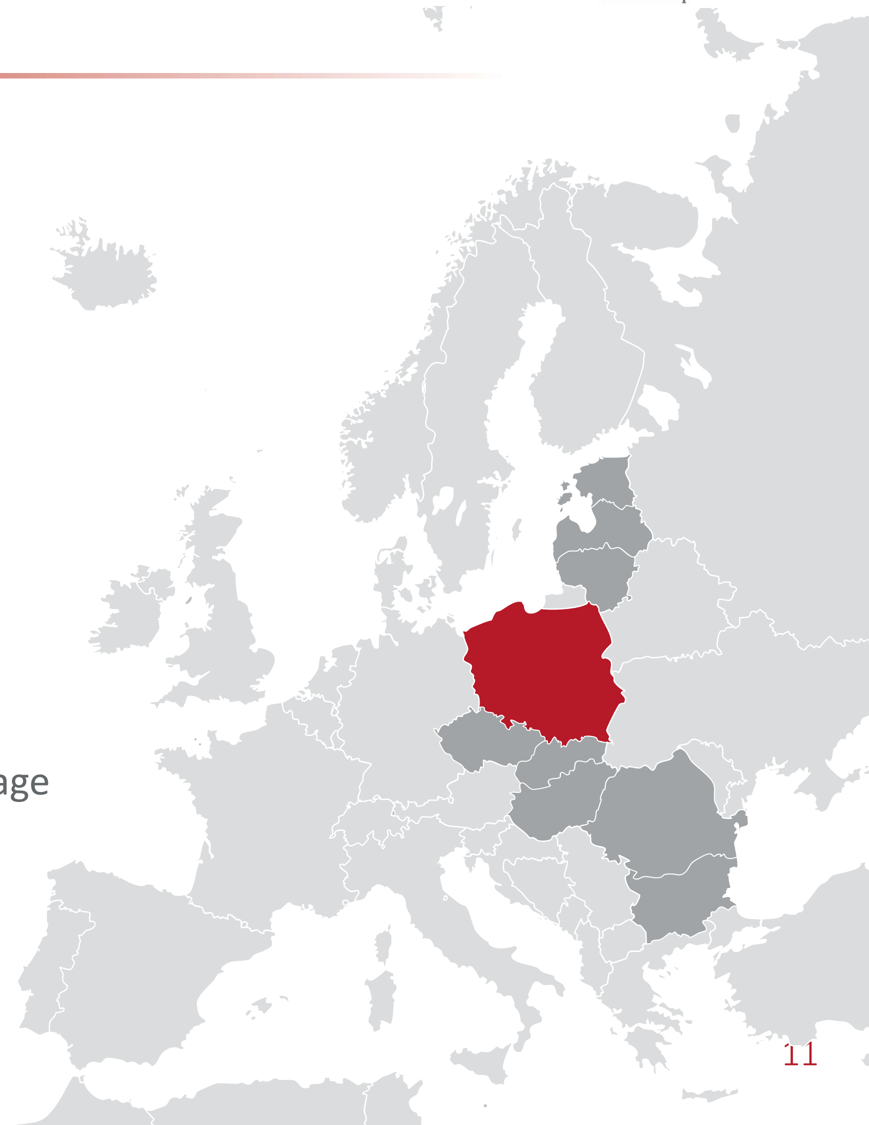


Largest country
in Central Eastern Europe

Population **38,4 mn**
(5th in EU)

60% of the population live
in cities

23 mn of Poles in working age



Source: Statistics Poland, Eurostat, December 2019

Human Resources in Poland

Largest country in Central Eastern Europe

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60% of the population is at working age
9,8 mn Poles under the age of 25

6,2% unemployment rate
1 018 400 unemployed nation-wide

Largest inflow of foreign workers from outside the EU
Over **625 000** first residence permits issued for employment (2019)

PLN 2 600 (EUR 590) minimum monthly wage
PLN 5 210 (EUR 1 160) average monthly wage in manufacturing

Population by province

Source: Statistics Poland, UN World Population Prospects, World Bank, Eurostat

Higher education

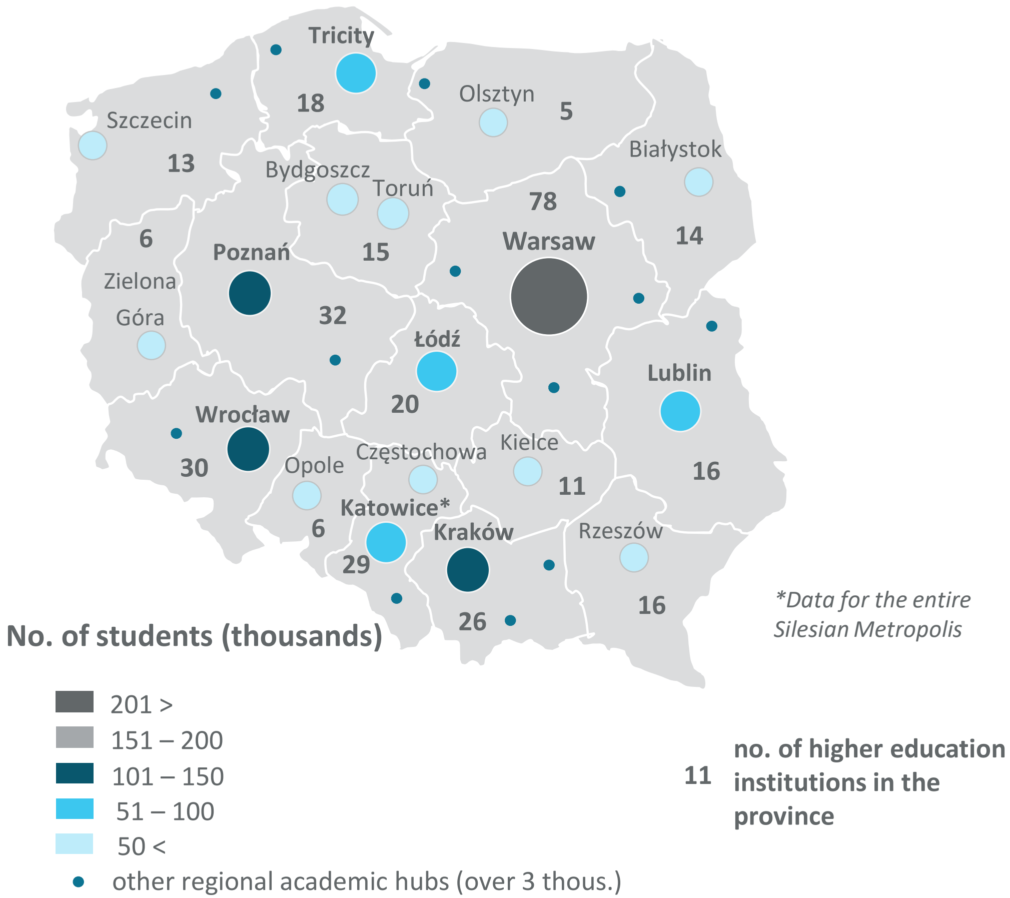
Translating education into innovation

20 universities
28 technical universities
37 economic universities
34 state vocational higher schools
200+ private higher education institutions

1,2M students (2019/2020)
- **131k** engineering & manufacturing students
- **63k** ICT students
- **218k** business & administration students

314k graduates (2019)
- **41k** engineering & manufacturing graduates
- **11k** ICT graduates
- **68k** business & administration graduates

Over **82 000** foreign students (2019/20)



Source: Ministry of Science & Higher Education, *Perspektywy* Education Foundation, Statistics Poland

Unemployment

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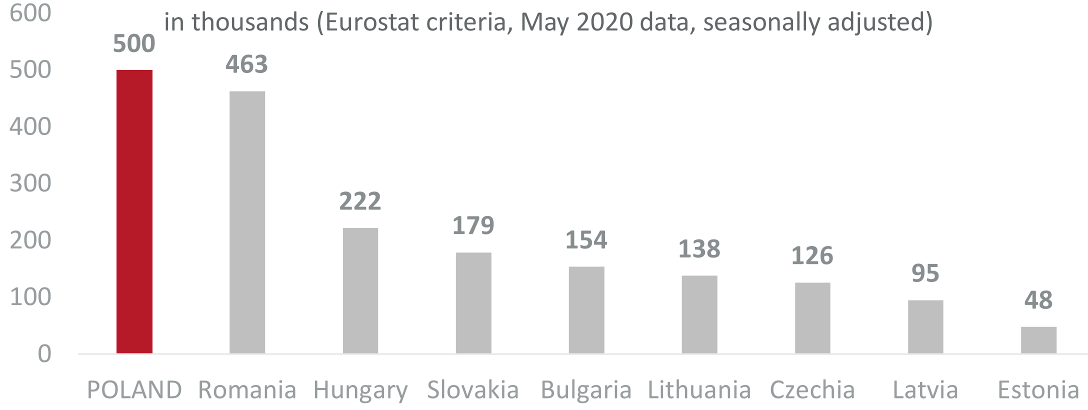
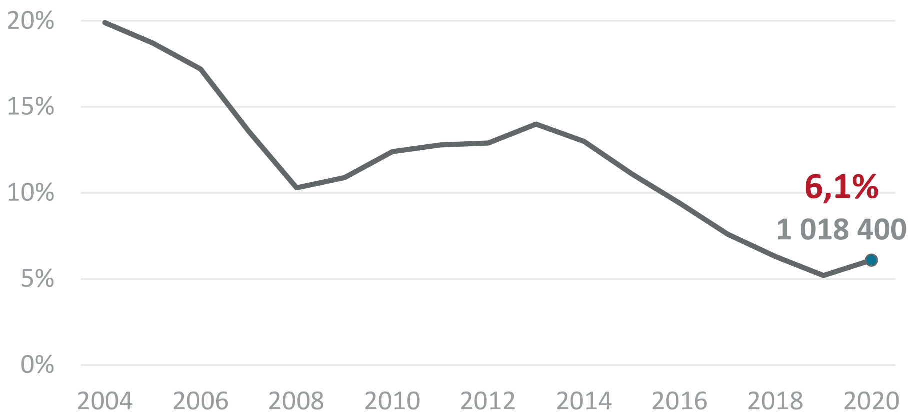
Number of unemployed

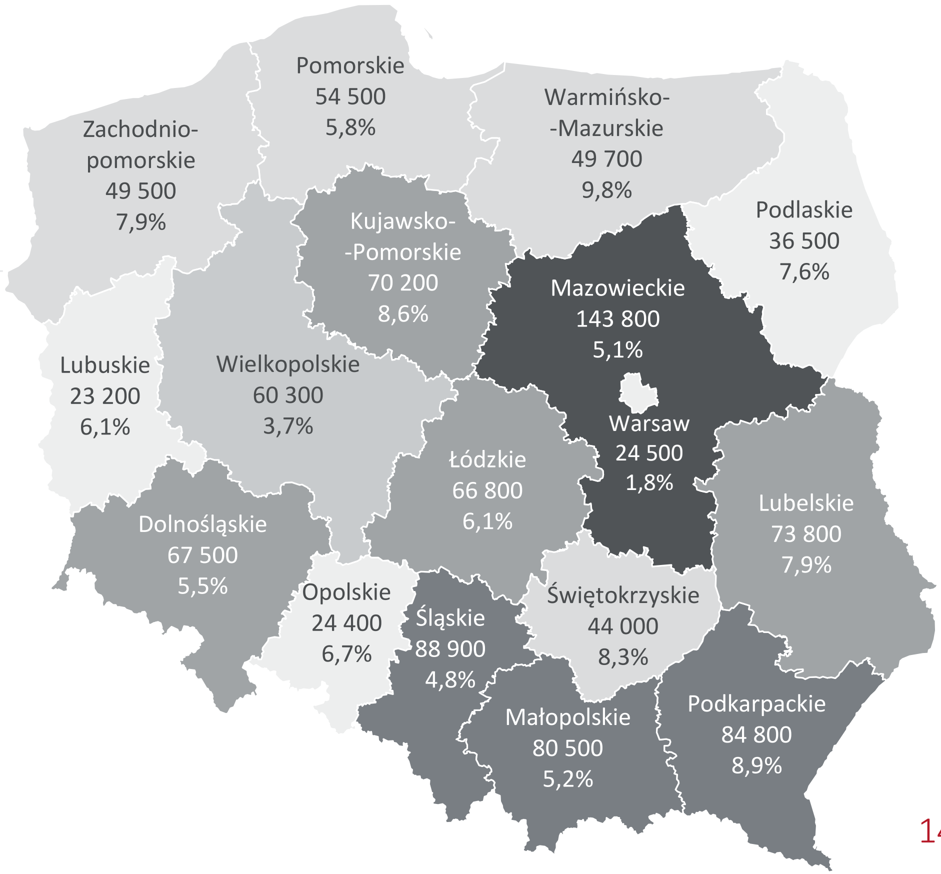
in thousands (Eurostat criteria, May 2020 data, seasonally adjusted)



Evolution of the unemployment rate



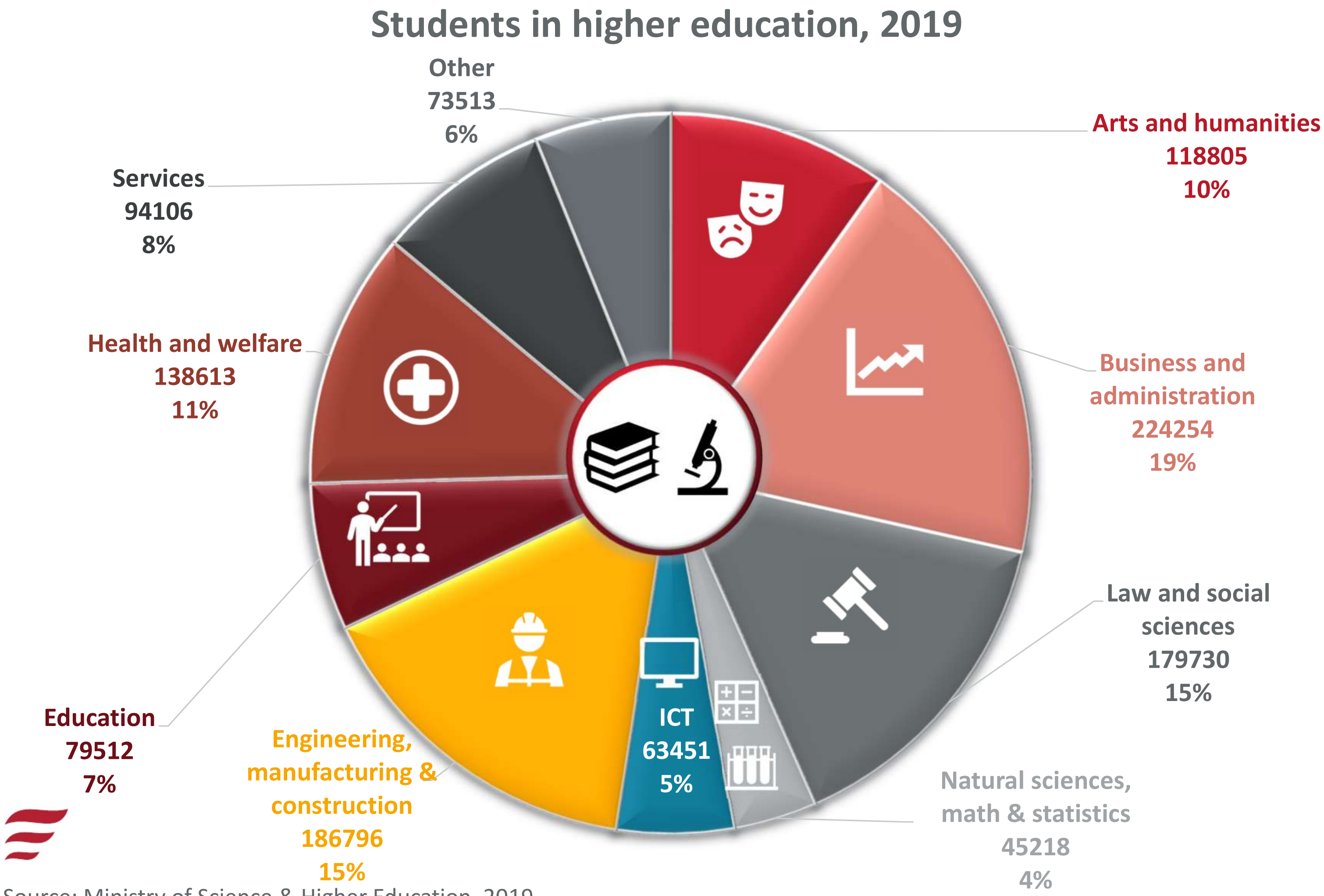
Unemployment rate and numer of registered unemployed by province



Source: Eurostat, Statistics Poland, September 2020

Higher education

Translating education into innovation



Source: Ministry of Science & Higher Education, 2019

Population with higher education: **35%** of the working population

Warsaw, Kraków, Wrocław: top European cities by share of population with higher education (only behind London)

Close collaboration between academia and industry

- **6-month industry placements** for students
- **Dual study** programs
- A new industry-oriented **PhD programme for implementation work**

Higher education

Major universities and number of students

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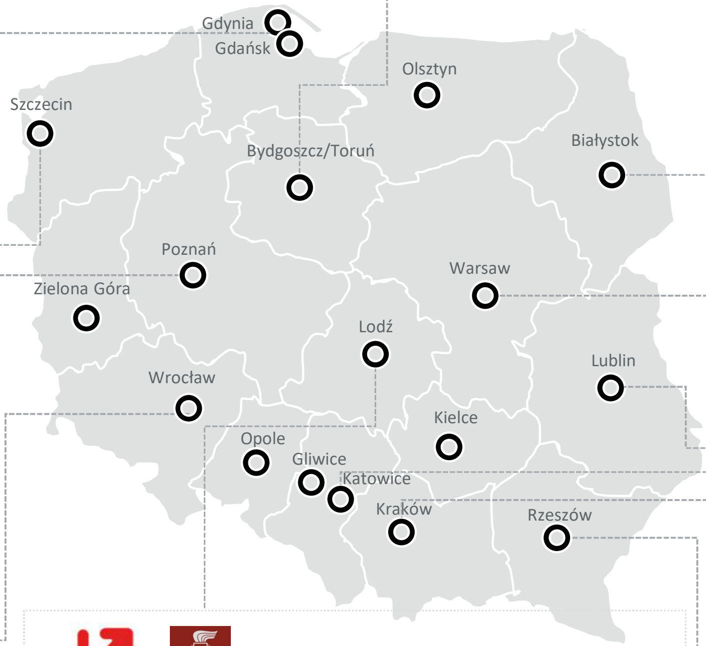
- University of Gdańsk – 16 494
- Gdańsk University of Technology – 19 151
- Gdynia Maritime University – 5 181

- University of Szczecin – 13 048
- Westpomerania Univ. of Technology – 8 809

- Adam Mickiewicz University – 38 411
- Poznań University of Technology – 16 504
- Poznań University of Economics – 8 443
- Poznań Medical University – 7 609

- University of Wrocław – 26 418
- Wrocław University of Technology – 26 066
- Wrocław University of Economics – 11 108

Nicolaus Copernicus University – 23 755



- University of Łódź – 29 636
- Łódź University of Technology – 15 787

University of Rzeszów – 17 302

Białystok University of Technology – 6 086

- University of Warsaw – 44 034
- Warsaw University of Technology – 26 584
- Warsaw School of Economics – 11 805
- Warsaw Medical University – 9 842
- Polish-Japan Academy of Computer Sciences (Warsaw) – 4 726

Lublin Marie Curie University– 21 269

- University of Silesia – 22 224
- Silesia University of Technology – 19 289

- Kraków Jagiellonian University – 37 636
- AGH Cracow University of Technology – 25 299

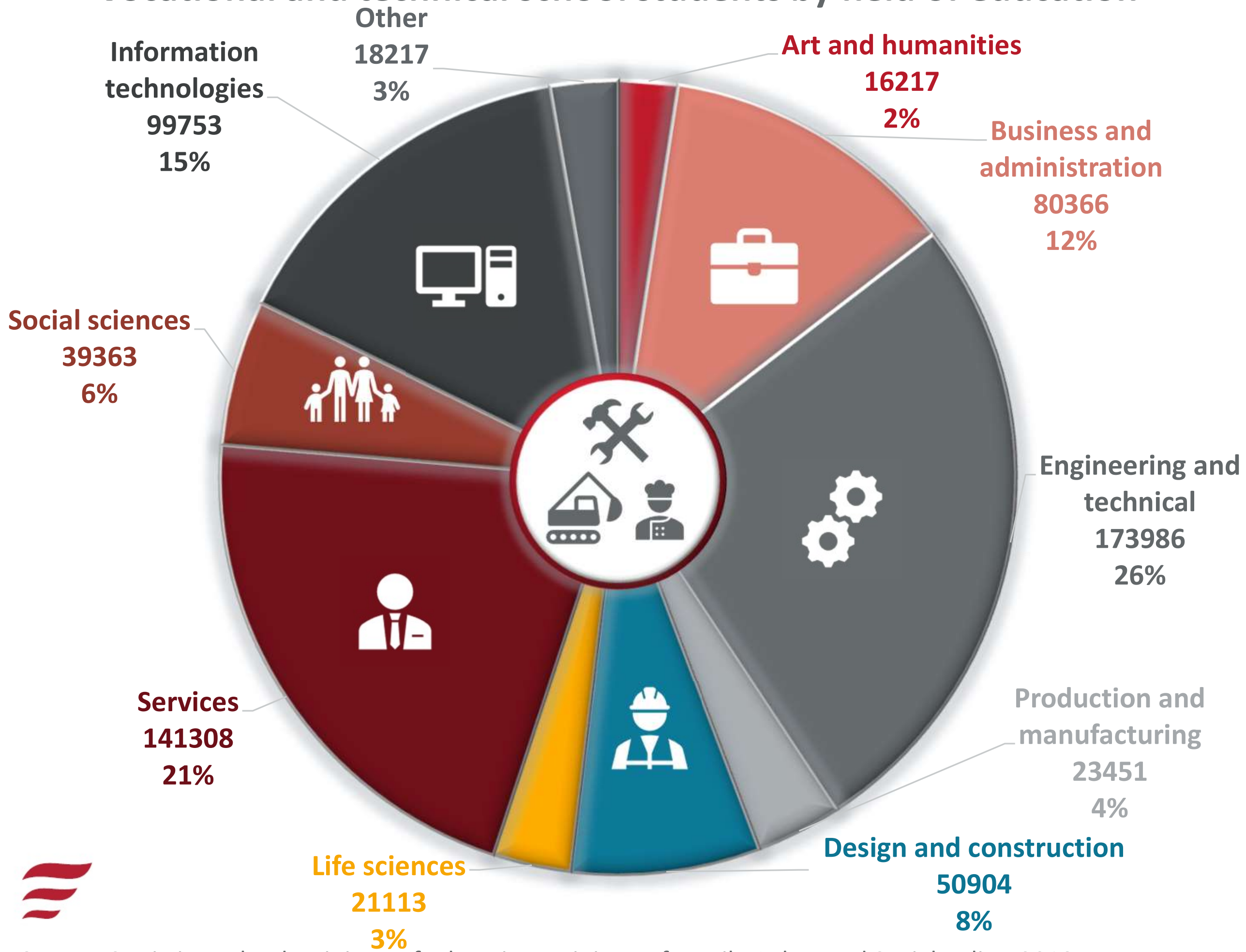
Total for Poland: 1 291 869

Source: Ministry of Science & Higher Education, 2019

Vocational and technical schools

Translating education into innovation

Vocational and technical school students by field of education



Total vocational and technical school students in Poland: 664 678

More than 49% of vocational and technical students educated in the field of technical and ICT studies

Wide range of apprenticeships and student internships frequently offered (co-financed by District Labor Offices)

Source: Statistics Poland, Ministry of Education, Ministry of Family, Labor and Social Policy, 2019

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Location and infrastructure

Strategic location in the heart of Europe

Easy access to both Eastern and Western markets

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4 Pan European Corridors

41 intermodal terminals (6 sea, 35 land)

2 Trans-European Transport Network projects (road/rail)

- Baltic-Adriatic Corridor
- North Sea-Baltic Corridor

Belt & Road connection to Chengdu (***New Silk Road***)

Rapidly developing internal highway infrastructure

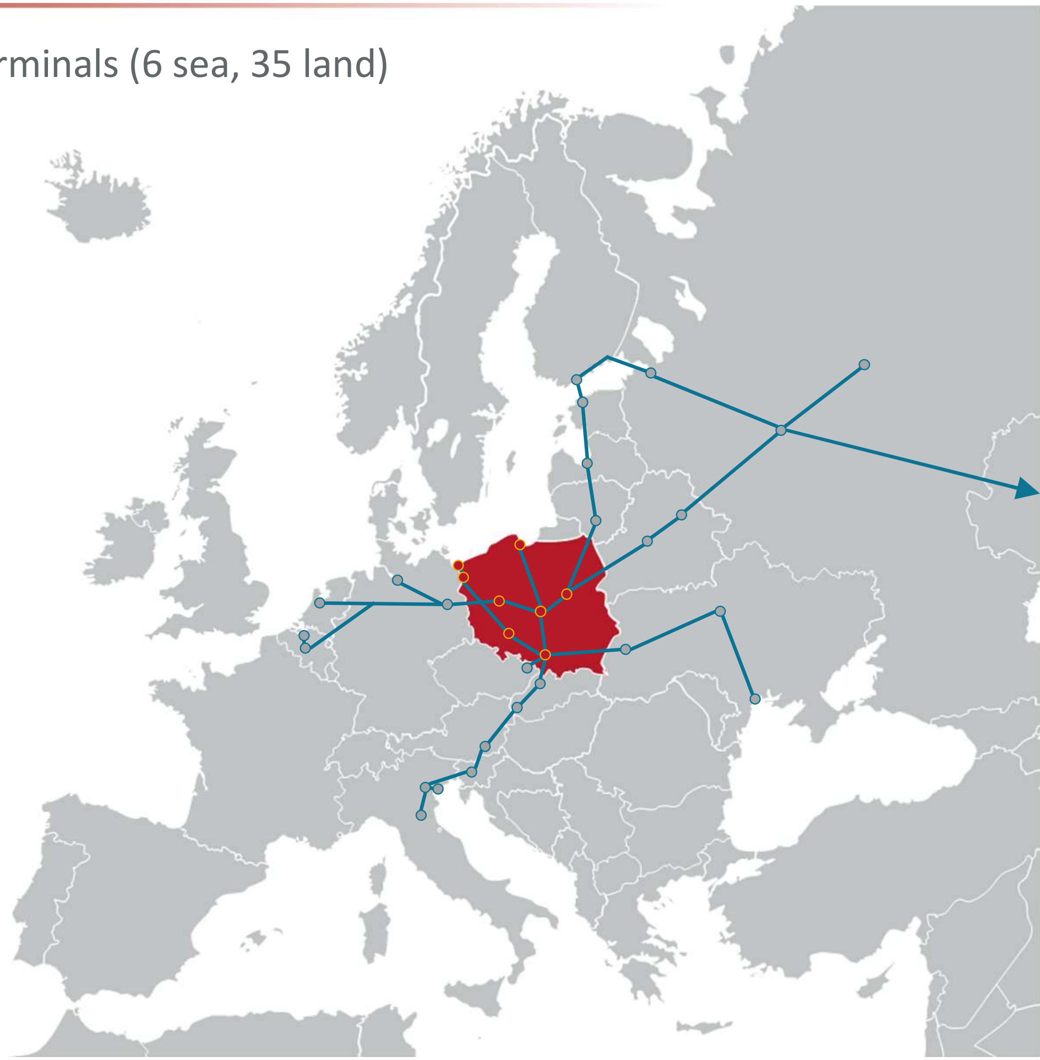
- **5th longest highway network** in Europe
- **1 250 km** of motorways & expressways under construction

Central-Eastern European Air Travel Hub

- **49,4 million passengers** in 2019
- **13** airports with regular European flights
- **4** airports serving major intercontinental routes

Access to sea freight transport

- **4** large seaports
- **93,9 mn tons** cargo turnover in 2019
- **Deepwater Container Terminal** in Gdańsk



Strategic location in the heart of Europe

Easy access to both Eastern and Western markets

EUR 31,5 bn to be spent on road infrastructure in the years 2014-2025

63% of motorways & expressways planned for 2014-2023 completed

ca. 1230 km of motorways and expressways under construction

Poland has the **fifth longest** highway network in Europe (**1705 km** motorways, **2505 km** expressways)

Selected logistics infrastructure (November 2020)

Source: Central Statistics Office of Poland (*Statistics Poland*)

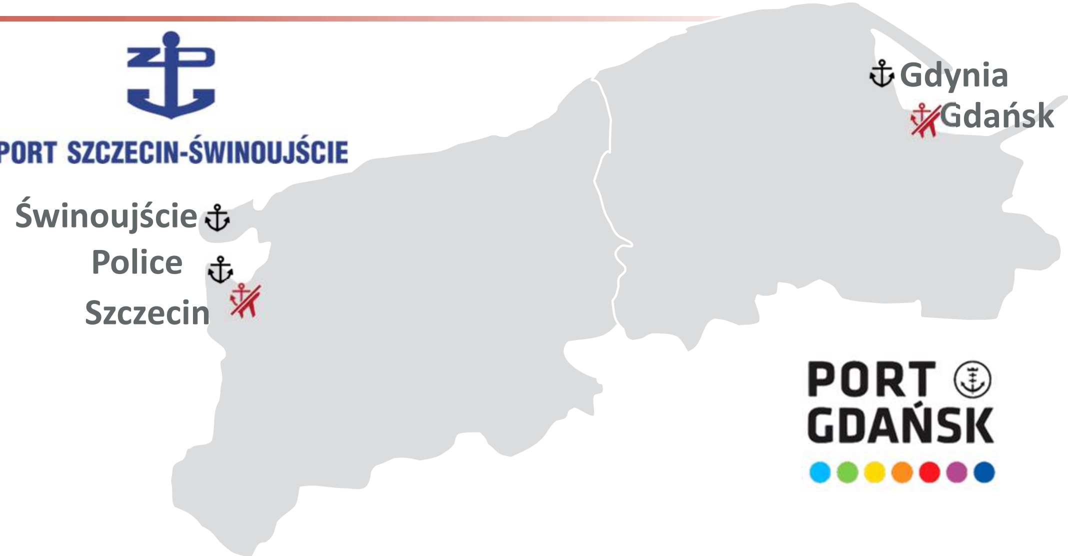
Seaports

Logistical advantages

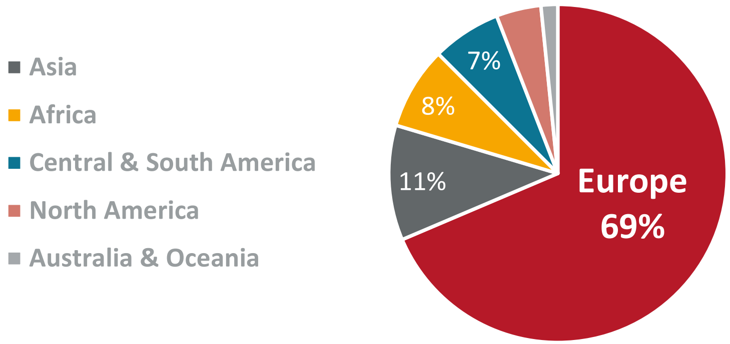
93,9 mn ton cargo turnover in 2019
2,3% year-on-year increase

DCT (*Deepwater Container Terminal*) in Gdańsk
Annual handling capacity of **3 mn TEU**

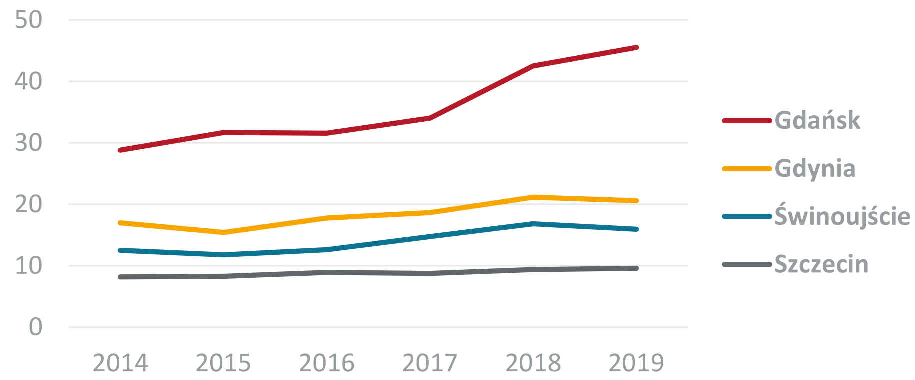
6 intermodal sea terminals (sea-road / sea-rail)



Cargo turnover by port of origin, in % of total turnover



Annual cargo turnover by destination port, in mn ton



Source: Statistics Poland, April 2020 (or latest available)

Modernised railway network

Advantages in passenger and cargo transport

4th longest railway network in the EU – over **19 000 km**

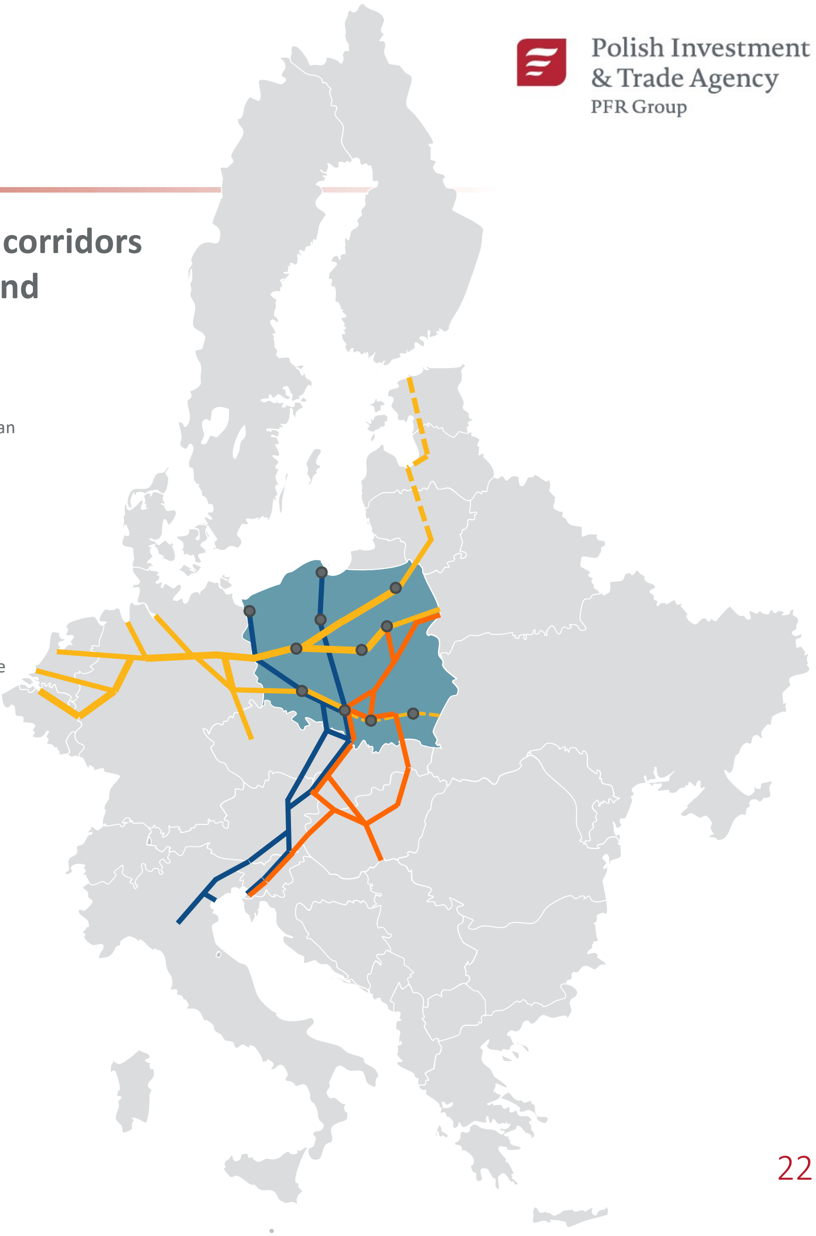
PLN 66,4 mn allocated for rail network modernisation under the **National Railway Plan** with the use of 2014-2020 EU funds

Three major **rail freight corridors** passing through Polish territory:

- **RFC5** Baltic-Adriatic
- **RFC8** North Sea-Baltic
- **RFC11** Amber (Terespol/Warsaw-Slovakia-Hungary-Slovenia)

European rail freight corridors passing through Poland

RF1	Rhine – Alpine
RF2	North Sea – Mediterranean
RF3	Scandinavian – Mediterranean
RF4	Atlantic
RF5	Baltic – Adriatic
RF6	Mediterranean
RF7	Orient / East-Med.
RF8	North Sea – Baltic
RF9	Czech-Slovak / Rhine-Danube
RF10	Alpine – Western Balkan
RF11	Amber



Sources: Office of Rail Transport, Rail Net Europe, Polish Railways

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Public aid programs in Poland

Available financial aid for new investments
The highest support levels in the EU!

Regional public aid package to support new investments

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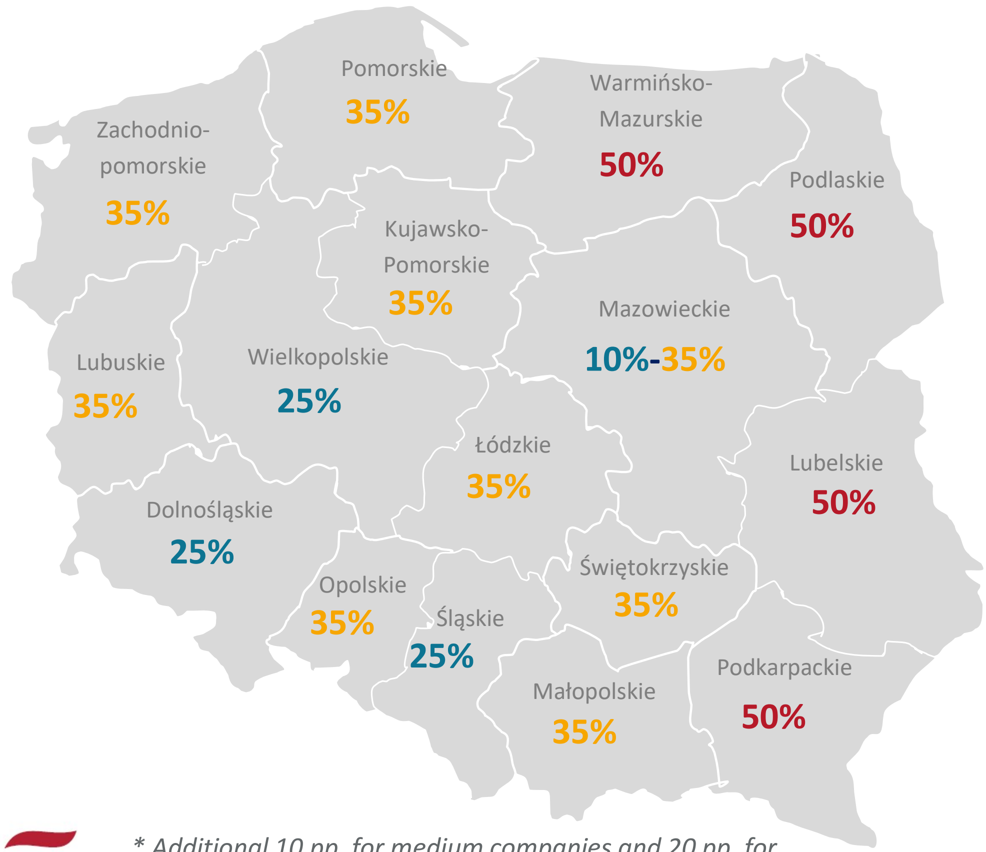
Maximum levels of support for 2014-2021 in different regions in Poland (large companies)*



** Additional 10 pp. for medium companies and 20 pp. for small and micro companies*

Note: In order to avoid notification of the public aid granted to the European Commision (additional bureucratic procedure), the maximum amount of aid cannot exceed the following limits:

Region with max level of support	10%	15%	25%	35%	50%
Max public aid (mn EUR)	7,5	11,25	18,75	26,25	37,5

Incentives available for new investments:

National incentives
- ☑ CIT exemption, between **10 and 15 years tax free**
- ☑ **Cash grants** for strategic projects up to 25% of investment costs

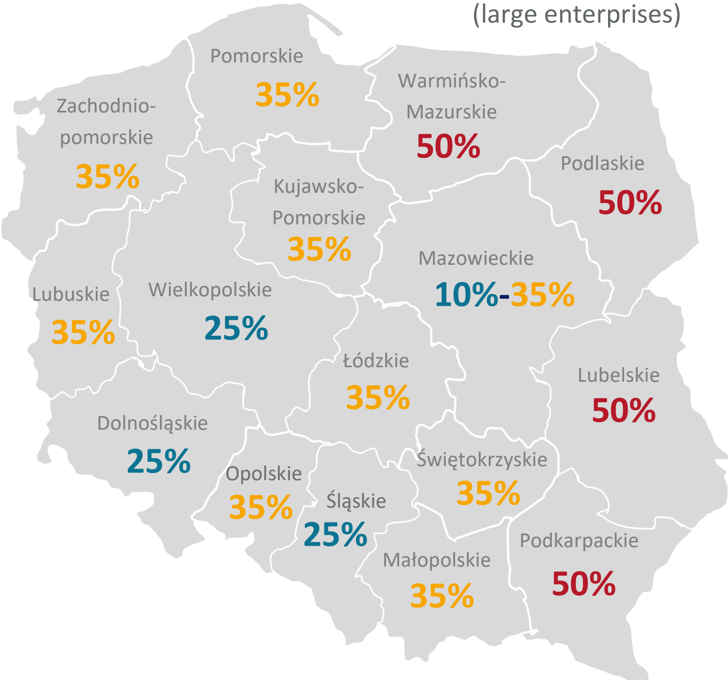
Local incentives
- ☑ **Real estate tax** exemption for up to 5 years
- ☑ **Financial and training support** from local employment offices

EU Funds
- ☑ **EU Funds** available for innovative and R&D projects

New regional aid map from 2022

Planned changes – new levels of support

Maximum levels of support
for **2014-2021**
(large enterprises)



Maximum levels of support
for **2022-2027**
(large enterprises)

Wielkopolskie and Dolnośląskie regions will become so-called **'c' regions,** where public aid for large enterprises shall only be granted for an **initial investment for a new economic activity** (not the same or similar to the one conducted in the establishment so far, i.e. not the same class in NACE Rev. 2).

The maximum levels of suport in **wielkopolskie and dolnośląskie regions** will be lowered: it may remain **at 20%** (25% in some areas) and will be **at 15% from 2025.** From 2022 aid intensity will also fall in **pomorskie region (to 30%)**.

Eligible costs

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Investment costs	Wage costs (2 year labor costs)
Costs of investment in tangible and intangible assets. The assets shall be new, except for SMEs or acquisition of an establishment	The estimated wage costs arising from job creation as a result of an initial investment, calculated over a period of two years
Costs related to the lease of tangible assets: • for land and buildings, the lease must continue for at least 5 years after the expected date of completion of the investment project for large undertakings (3 for SMEs) • for plant or machinery the lease must take the form of financial leasing	The investment project shall lead to a net increase in the number of employees, compared with the average over the previous 12 months, meaning that any job lost shall be deducted from the apparent created number of jobs during that period
Intangible assets: • must be used exclusively in the establishment receiving the aid • must be amortizable • must be purchased under market conditions from third parties unrelated to the buyer • must be included in the assets of the undertaking receiving the aid and must remain associated with the project for which the aid is granted for at least 5 years (3 years for SMEs) • up to 50 % of the total eligible investment costs for the project for large companies	Each post shall be filled within 3 years of completion of works

Polish Investment Zone

Corporate Income Tax exemption

CIT exemption available in the
all of Poland

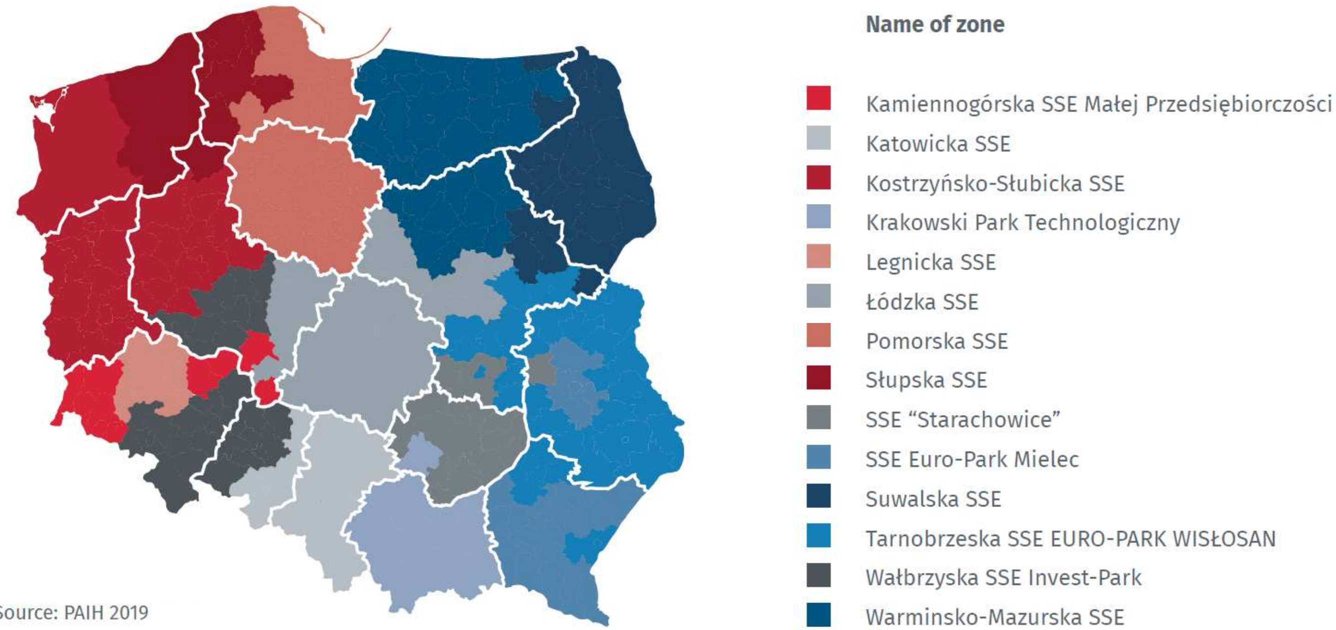
14 Special Economic Zones
responsible for granting CIT exemption based on location

10 to 15 years CIT-free
based on location

DURATION OF SUPPORT	Aid intensity	10-25%	35%	50%
	Years of exemption	10	12	15

Qualitative criteria
4 ÷ 6 points out of 10 maximum based on location

Quantitative criteria
Minimal expenditure 10 ÷ 100mn PLN based on location



Source: PAIH 2019

Real estate tax exemption

Available in most locations (greenfield projects only)

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Local instrument

RET exemption

RET exemption is a form of regional state aid. It is available in communes (smallest administrative units) that adopted resolutions concerning the possibility of exemption from real estate tax. In each commune tax rates are set by local authorities, within the limits below:

RET max limits in 2021

24.84 PLN/sqm for buildings
0.99 PLN/sqm for land
2% of construction value

Example:
Area of plot: 40 000 sqm
Area of building: 13 750 sqm
Value of constructions PLN 2 m

Annual max RET rates:
Tax on land: PLN 39 600
Tax on building: PLN 341 550
Tax on constructions PLN 40 000

Example

Kobierzyce, Dolnośląskie province
Investment by a large enterprise

Investment costs (PLN m)	Full exemption (years)
0,5	up to 1
1	up to 2
5	up to 3
25	up to 5

5-year tax exemption:

Public aid: PLN 421 150/EUR 91 554
Exchange rate: PLN to EUR – 4.6

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Grants for new investments and reinvestments

Programme for supporting investments of significant importance to the Polish economy for the years 2011-2030

Quantitative criteria – Government Grant

Investment thresholds for 5 different groups of entrepreneurs

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Investment type

	Large Enterprise	**Developing** Enterprise	**Medium** Enterprise	**Small** Enterprise	**Micro** Enterprise
Strategic	PLN 80 million 50 new jobs	PLN 40 million 25 new jobs	PLN 24 million 15 new jobs	PLN 16 million 10 new jobs	PLN 8 million 5 new jobs
Innovative	PLN 5 million 20 new jobs	PLN 2,5 million 10 new jobs	PLN 1,5 million 6 new jobs	PLN 1 million 4 new jobs	PLN 0,5 million 2 new jobs
Bussines Services Centre	PLN 1 million 100 new jobs	PLN 0,5 million 50 new jobs	PLN 0,3 million 30 new jobs	PLN 0,3 million 20 new jobs	PLN 0,3 million 10 new jobs
R&D Centre	PLN 1 million 10 new jobs	PLN 0,5 million 10 new jobs	PLN 0,3 million 10 new jobs	PLN 0,3 million 10 new jobs	PLN 0,3 million 10 new jobs

[1] entrepreneur employing less than 1000 employees and whose annual turnover or balance sheet total does not exceed 250MEUR

Reinvestment?

In the case of a reinvestment planned in an existing plant by an entrepreneur applying for support based on investment costs - the **required number of new jobs is reduced by half** however, in the case of the R&D Centre, this number cannot be lower than 10).

Lowering the criteria for areas at risk of exclusion

Government Grant

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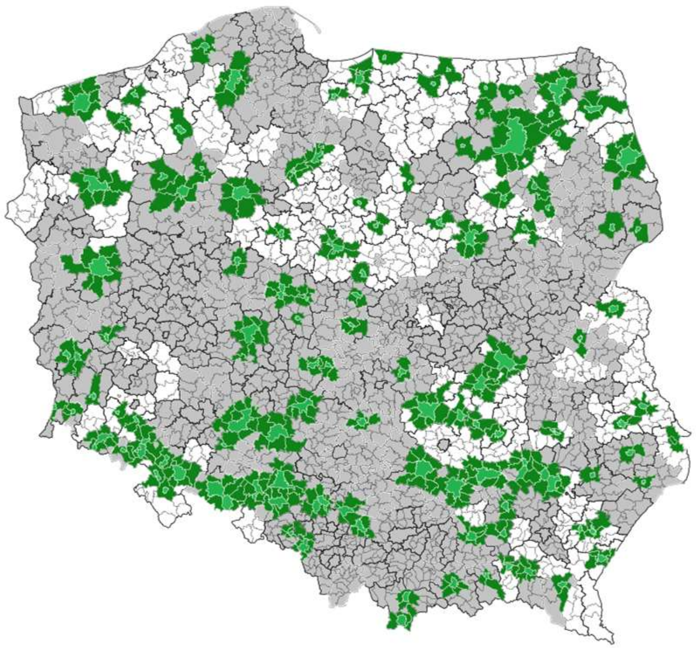

Areas at risk of exclusion:

one of the 122 medium-sized city losing its socio-economic functions or in a municipality bordering the municipality where such city is located (green areas on the map)

or

poviats or cities with poviat rights, where the unemployment rate is at least 160% of the average unemployment rate in the country (white areas on the map)

-50%*

For large enterprises

- **Strategic**
  PLN 40 milion
  25 new jobs
- **Business Service Center**
  PLN 0,5 million
  50 new jobs
- **Innovative**
  PLN 2,5 million
  10 new jobs
- **R&D Centre**
  PLN 0,5 milion
  10 new jobs

* The number of jobs for the R&D Center cannot fall below 10

Qualitative criteria for support based on investment costs

Government Grant

Maximum - 10 points

Each criterion - 1 point

Minimum score depends on location:

4 points – in the area of the country where the maximum intensity of regional aid is 50% and in areas at risk of exclusion;

5 points – in an area of the country, where the maximum intensity of regional aid is 35%;

6 points – in the rest of the country.

- Investment in a strategic sector
- High income from export
- Membership in the National Key Cluster
- Conducting research and development activity
- Having the status of a micro-enterprise, small enterprise or medium-sized enterprise
- Creation of specialized and stable workplaces
- Low negative impact on the environment
- Location of investments in areas at risk of exclusion
- Supporting the acquisition of education and professional qualifications and cooperation with trade schools
- Activities in the field of employee care

Support based on investment costs – Government Grant

Levels of support vary for 3 groups of entrepreneurs

Investment type	**Large** Enterprise	**Developing or medium** Enterprise	**Small or micro** Enterprise
Strategic and Innovative	Up to 5 or 15%	Up to 10 or 20 %	Up to 15 or 25 %
R&D Centre	Up to 15 or 25%	Up to 15 or 25%	Up to 15 or 25%

Employee trainings?

In addition to the above grants, in case of offering trainings to employees, the amount of support may be increased - **up to PLN 5,000 or PLN 7,000 per one employee**.

How can I receive higher support?

Available if the investment is located in Eastern Poland or in an area at risk of exclusion.

Qualitative criteria for support based on new jobs created

Government Grant

Maximum - 10 points

Each criterion - 1 point

Minimum score depends on location:

4 points – in the area of the country where the maximum intensity of regional aid is 50% and in areas at risk of exclusion;

5 points – in an area of the country, where the maximum intensity of regional aid is 35%;

6 points – in the rest of the country.

- Type of processes performed
- High income from export
- Conducting research and development activities
- Establishment of a business service centre with international reach
- Having the status of a micro-enterprise, small enterprise or medium-sized enterprise
- Creating high-paying and stable workplaces
- Low negative impact on the environment
- Location of investments in areas at risk of exclusion
- Supporting the acquisition of education and professional qualifications and cooperation with trade schools
- Activities in the field of employee care

Support based on new jobs created – Government Grant

Levels of support are the same for 3 groups of entrepreneurs

Investment type	Large Enterprise	Developing or medium Enterprise	Small or micro Enterprise
Business Services Center	• Up to PLN 7,500 or PLN 15,000 per newly created job		
R&D Centre	• Up to PLN 10,000 or PLN 20,000 per newly created job		

Employee trainings?

In addition to the above grants, in case of offering trainings to employees, the amount of support may be increased - **up to PLN 5,000 or PLN 7,000 per one employee**.

How can I receive higher support?

Available if the investment is located in Eastern Poland or in an area at risk of exclusion.

Procedure for receiving suport

Government Grant

Polish Investment & Trade Agency
PFR Group

The expected timeline for the entire procedure varies between 2 – 3 months

Investor submits to PAIH:

- Information about the Project
- Incentive Effect Analysis (only large and developing entrepreneurs)

PAIH:

- Verifies the documentation
- Prepares a project assessment card and project description
- Confirmation of innovativeness has to be issued by the Minister responsible for the economy

Interministerial Committee for Investments of Major Importance to the Polish Economy

issues a recommendation on cash grant amount

The offer

The Minister of Development, Labour and Technology makes the final decision on the grant and its amount; PAIH sends the offer to the investor

The agreement

If investor accepts the offer (within 30 day), an agreement between the Ministry and the investor is concluded

R&D in Poland

Favorable conditions for shared growth

Polish Investment & Trade Agency
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R&D Center Status	R&D Tax Cut	Innovation Box
Pursue R&D activities and benefit from the official status of an R&D Center	**Easy-to-apply tax instrument** for R&D activity	**5% Tax Rate** for eligible income gained through the sale of IP rights
Straightforward procedure – one-stop-shop at the Ministry of Economic Development	**Deductions of 200% and 250% for R&D Centers** – costs can be deducted twice or even 2,5 times!	**Invent & Commercialize** – sell it in Poland and enjoy a lower tax rate
Easier access to funds for innovativeness development from public aid programs	**Benefits available regardless of company size** – SMEs and MNCs treated equally	**Covers the most popular IP rights** – copyright in computer programs, patents, industrial designs
Annual benefits – R&D expenditure is **deductible from your tax base**	**Long-term tax benefits** – tax cuts available over **6 consecutive tax years**	**Long-term tax benefit** – applicable during the **entire lifespan of the rights**

R&D-related incentives do not count within the regional aid limit

Poland. Your place to Invest.

Polish Investment & Trade Agency
PFR Group

Vast pool of highly skilled labour

26,3 milion inhabitants under the age of 55
Largest inflow of workforce from outside the EU
31% of population with higher education

Big internal market

5th biggest country in the EU (population)
Unlimited access to the EU market of **446 million** inhabitants
Over **40%** of CEE's total GDP

Academic hub

1,2 milion students
314 thousand graduates each year
8 cities with at least 50 thous. students

Developed infrastructure

1250 km of high-speed roads under construction
5th longest highway network in Europe
45,8 milion passengers served by airports annually

Business-friendly environment

1st place in CEE as the most attractive country
to establish operations in
Katowice SEZ: **best free zone in EU** (2015, 2016, 2017, 2019)
34 positions up in the Doing Business ranking since 2012

Attractive incentives

Poland Investment Zone:
up to **15 years** CIT-free in **all of Poland**
50% aid intensity in Eastern Poland (max level in the EU)

Polish Investment & Trade Agency
PFR Group

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