

商业律师

35 年

DUDKOWIAK
& PUTYRA

您在波兰开展业务，从这里开始

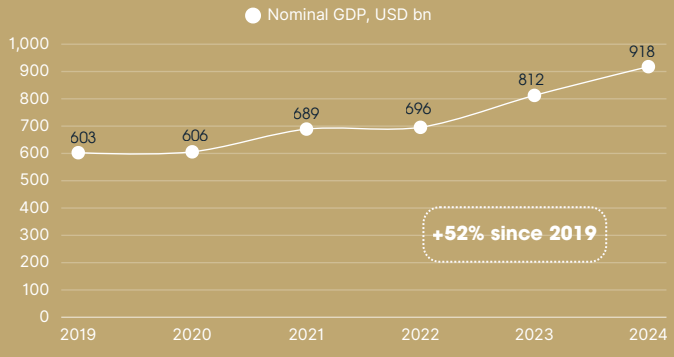
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Why Poland?

Poland is the largest economy in Central and Eastern Europe, offering a resilient, business-oriented environment and direct access to the EU Single Market. Its strategic location, developed infrastructure and stable legal framework make it an attractive destination for international technology, digital infrastructure, energy and manufacturing companies seeking to establish, verify or expand their operations and business partnerships across Europe.

Poland's Nominal GPD Growth

GPD in current USD, billions | 2019-2024



Source: World Bank data via FRED. Values rounded to USD billions.

5,500+ km
High-speed road network

37M+
Domestic market

USD 918bn
Nominal GDP in 2024

Strategically located in Central and Eastern Europe, Poland offers access to key regional markets and Baltic Sea ports, supported by over 5,500 km of motorways and expressways and approx. 20,000 km of operational railway lines.

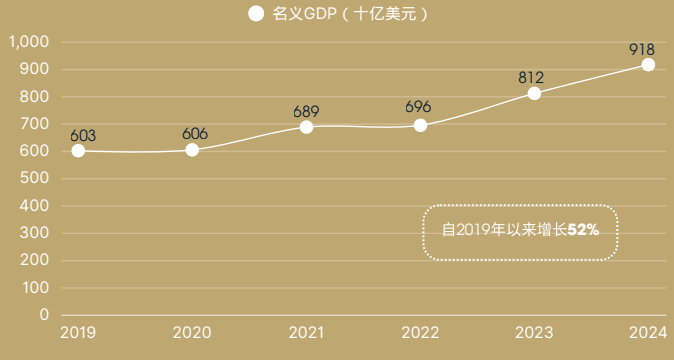
As a stable EU and NATO member with 17.92 million economically active people and a domestic market of over 37 million people, Poland provides scale, connectivity and long-term certainty for investors.

为什么选择波兰？

波兰是中东欧地区最大的经济体，拥有稳健的商业环境，并可直接进入欧盟单一市场。凭借其优越的战略位置、完善的基础设施以及稳定的法律体系，波兰已成为国际科技、数字基础设施、能源及制造企业进入欧洲、拓展业务及建立商业合作关系的重要投资目的地。

波兰名义GDP增长

GDP（现价美元，十亿美元） | 2019–2024



资料来源：世界银行（*World Bank*）经 *FRED* 数据库整理，数据已四舍五入至十亿美元。

5,500+ 公里
高速公路及快速道路网络

3,700万+
国内市场人口

9,180亿美元
2024年名义GDP

波兰位于中东欧战略枢纽，可便捷连接欧洲主要区域市场及波罗的海港口，并拥有超过5,500公里高速公路与快速道路，以及约20,000公里营运铁路网络，为国际物流提供完善基础设施。

作为欧盟及北约成员国，波兰拥有1,792万经济活动人口及超过3,700万人的国内市场，为国际投资者提供市场规模、区域连结能力及长期投资稳定性。

Why Dudkowiak & Putyra



Strategic Partner for Asian Technology & Investment Projects

We regularly support Asian investors, technology companies and international business groups in Poland and the European Union, particularly in projects involving cross-border transactions, digital infrastructure, regulated operations and trade compliance.

Our work includes market entry support, legal and regulatory due diligence, business partner verification and ongoing assistance with Polish and EU compliance requirements.

True One-Stop-Shop Experience

You do not need multiple vendors. We provide integrated services under one roof.

Our multidisciplinary team of more than 100 experts delivers legal, tax, accounting, HR and payroll support, including through our dedicated DPG financial division.

Netherlands Polish Chamber of Commerce

british polish chamber of commerce

AHK

Over 35 Years of Proven Experience

Since 1991, we have supported numerous globally recognized brands in entering and expanding across Poland and the CEE region.

Our expertise is recognized by leading international legal directories, including The Legal 500, Chambers and Partners, IFLR1000 and The Lawyers Global.

Legal500 Client Satisfaction Accolade – Sector knowledge

Chambers Ranked in FinTech 2026 – Dudkowiak & Putyra

Legal500 Client Satisfaction Accolade – Billing & efficiency

Rzeczpospolita – Ranking Kancelarii Prawniczych – I MIEJSCE

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为什么选择 Dudkowiak & Putyra



亚洲科技与投资项目的战略合作伙伴

我们长期为亚洲投资者、科技企业及国际企业集团提供波兰及欧盟法律服务，特别是在跨境交易、数字基础设施、受监管行业以及国际贸易合规等领域拥有丰富经验。

我们的服务涵盖市场进入、法律及监管尽职调查、商业合作伙伴背景调查，以及波兰与欧盟持续合规咨询服务。

一站式专业服务

无需分别寻找不同服务机构，我们可在同一平台提供完整整合式服务。

由100多位专业人士组成的跨领域团队，为客户提供法律、税务、会计、人力资源及薪资管理服务，并由旗下 DPG 财务团队提供全面支持。

Netherlands Polish Chamber of Commerce

british polish chamber of commerce

AHK

超过35年的专业经验

自1991年以来，我们已协助众多国际知名企业成功进入并拓展波兰及中东欧（CEE）市场。

我们的专业能力获得国际权威法律评级机构高度认可，包括：The Legal 500, Chambers and Partners, IFLR1000 and The Lawyers Global.

Legal500 Client Satisfaction Accolade Sector knowledge

Chambers Ranked in FinTech 2026 Dudkowiak & Putyra

Legal500 Client Satisfaction Accolade Billing & efficiency

Rzeczpospolita Ranking Kancelarii Prawniczych I MIEJSCE

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Digital Infrastructure & Technology

Partner Due Diligence

Technology and digital infrastructure projects require more than standard corporate checks. We support international investors and business groups in verifying Polish partners, assets and operations from a legal, regulatory and trade compliance perspective - before commitments are made, contracts are signed or operations are scaled in the EU.

Our multidisciplinary team combines corporate, real estate, energy, environmental, data protection, cybersecurity, customs, sanctions and export control expertise. We identify red flags relating to ownership, licences, permits, site readiness, supply chains, data flows, technology transfer, contractual exposure and EU compliance requirements.

D&P Case Study & Proven Track Record:

Partner Verification & Corporate Legitimacy

- Corporate, ownership, UBO and management authority checks
- Public-register, insolvency, litigation and enforcement review
- Assessment of contractual capacity, governance and transaction red flags

Technology, IP & Data Compliance

- GDPR, data processing and cross-border data transfer review
- Technology transfer, software, IP and licensing risk assessment
- Cybersecurity, outsourcing, SLA and operational compliance support

Trade Compliance & Supply Chain Security

- Sanctions, export control, dual-use and strategic goods analysis
- Customs, import, classification and end-use / end-user risk review
- Compliance support for cross-border technology and equipment flows

长久物流 CHANGJIU LOGISTICS · Hytera · dji · CRRC · CRRC ZELC EUROPE

Real Estate, Energy & Permitting

- Site, lease, title, zoning and construction-related risk review
- Energy supply, grid connection and backup power considerations
- Environmental, operational and infrastructure permitting support

Cross-Border Transactions & EU Market Entry

- Legal and regulatory due diligence for Polish business partners
- FDI screening, commercial contracts and transaction structuring
- Coordination with foreign counsel on multi-jurisdictional projects

xiaomi · inventronics OSRAM products · Rakuten 楽天生命 · SHARP

Selected support may include red-flag due diligence reports, public-register and court-file checks, contractual risk review, regulatory gap analysis, trade compliance assessment, remediation roadmap and coordination with international counsel.

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数字基础设施与科技

商业合作伙伴尽职调查

数字基础设施及科技项目不仅需要一般企业调查，更需要全面的法律与合规评估。
我们协助国际投资者及企业集团，从法律、监管及国际贸易合规角度，对波兰合作伙伴、资产及营运情况进行全面尽职调查，确保企业在签署合约、投入投资及扩大欧洲业务之前，有效识别潜在风险。

我们的跨领域团队整合法律、房地产、能源、环境保护、数据隐私、网络安全、海关、经济制裁及出口管制等专业能力，针对企业所有权、许可证、行政许可、项目场地、供应链、数据流动、技术转移、合同风险及欧盟法规要求进行全面风险评估。

D&P 成功案例与专业经验

合作伙伴背景调查与企业合法性审查

- 企业、股权结构、最终受益人（UBO）及管理权限审查
- 公共登记、破产、诉讼及执行纪录调查
- 合同签署资格、公司治理及交易风险评估

科技、知识产权与数据合规

- GDPR 数据保护、数据处理及跨境数据传输审查
- 技术转移、软件、知识产权及授权风险评估
- 网络安全、外包管理、SLA 服务协议及营运合规支持

国际贸易合规与供应链安全

- 经济制裁、出口管制、军民两用产品及战略物资分析
- 海关、进口分类、最终用途／最终用户风险评估
- 跨境技术及设备流通合规支持

长久物流 CHANGJIU LOGISTICS　Hytera　dji　CRRC　CRRC ZELC EUROPE

房地产、能源与行政许可

- 场地、租赁、产权、土地用途及建设风险审查
- 能源供应、电网接入及备用电力规划
- 环境许可、营运许可及基础设施审批支持

跨境交易与欧盟市场进入

- 波兰商业伙伴法律及监管尽职调查
- 外商投资审查（FDI）、商业合同及交易架构设计
- 协调各国法律顾问处理跨司法辖区项目

xiaomi　inventronics OSRAM products　Rakuten 楽天生命　SHARP

我们的服务亦可包括：红旗风险尽职调查报告, 公共登记及法院档案调查 , 合同风险审查 , 法规缺口分析 , 国际贸易合规评估 , 风险改善路线图 , 国际法律团队协调

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International Trade & Customs

Securing Your Supply Chains

Navigating global supply chains requires robust legal, tax and customs support. We guide Asian companies through their entry into the European Union market, providing legal advice on EU customs law, economic sanctions and export controls.

Our multidisciplinary team reviews, audits and negotiates international B2B commercial contracts, distribution agreements and joint venture structures. Cross-border transactions are assessed from the perspective of customs duties, VAT, withholding tax (WHT) and transfer pricing (TP).

D&P Case Study & Proven Track Record:

MAERSK, CHUBB & AIG

- Support for global logistics and insurance leaders operating in Poland.
- Commercial, regulatory and contractual advice for cross-border operations.
- Assistance with compliance, claims, disputes and risk management.

Inventronics /*ams OSRAM*

- Legal support and due diligence for global tech companies
- Support in cross-border transactions and EU market entry projects

British American Tobacco

Support in transport theft and loss matters, including liability assessment, claims strategy, insurer coordination and compensation recovery.

MAERSK CHUBB inventronics OSRAM products DAIFUKU AIG BRITISH AMERICAN TOBACCO

DAIFUKU

- Regulatory and commercial advice for Polish market operations
- Representation in major airport infrastructure and logistics disputes

Gama Aviation, KLM Air France, Transavia

- Regulatory and commercial advice on contracts, compliance, and customs
- Legal support for expansion and operations in Poland

AIR FRANCE KLM Gama Aviation sij group transavia

Tata
AISIN
SIJ Group

Transactional advice and ongoing commercial and contractual support for cross-border transactions and day-to-day B2B trade operations.

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国际贸易与海关

保障您的全球供应链

在全球供应链环境下开展业务，需要完善的法律、税务及海关支持。我们协助亚洲企业进入欧盟市场，就欧盟海关法、经济制裁及出口管制等事项提供专业法律咨询。

我们的跨领域团队负责审查、审核及谈判国际 B2B 商业合同、分销协议及合资合作架构，并从关税、增值税（VAT）、预提所得税（WHT）及转让定价（TP）等角度，对跨境交易进行全面评估。

D&P 成功案例与专业经验

MAERSK、CHUBB 与 AIG

- 为在波兰开展业务的全球物流及保险企业提供法律支持。
- 提供跨境经营相关的商业、监管及合同法律咨询。
- 协助企业处理合规管理、索赔、争议解决及风险管理。

Inventronics /*ams OSRAM*

- 为全球科技企业提供法律支持及尽职调查服务。
- 支持跨境交易及欧盟市场准入项目。

British American Tobacco

协助处理运输盗窃及货物损失相关事务，包括责任认定、索赔策略、保险协调及损失赔偿追偿。

MAERSK　CHUBB　inventronics OSRAM products　DAIFUKU　AIG　BRITISH AMERICAN TOBACCO

DAIFUKU

- 为企业在波兰市场运营提供监管及商业法律咨询。
- 代理重大机场基础设施及物流争议案件。

Gama Aviation、KLM Air France、Transavia

- 提供合同、合规及海关相关监管与商业法律咨询。
- 为企业在波兰的业务拓展及运营提供法律支持。

AIR FRANCE KLM　Gama Aviation　sij group　transavia

Tata、AISIN、SIJ Group

- 提供跨境交易法律咨询。
- 持续提供跨境商业交易及日常 B2B 商业运营相关的合同与商业法律支持。

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Technology, AI & IP

Protecting Your Innovations in the EU

Protecting technological advantage in the European Union is essential for technology-driven growth. Our dedicated IT and IP lawyers provide comprehensive intellectual property support, including trademark registrations, patents, industrial designs and copyright enforcement.

We guide smart technology, IoT, AI and software companies through complex EU regulatory frameworks, including the EU AI Act and GDPR data protection requirements. We also structure and negotiate technology transfer, licensing and IT outsourcing contracts.

D&P Case Study & Proven Track Record:

Uber

- Employment and GDPR analysis with detailed due diligence.
- Recommendations on international processing of driver and employee data.

Zelmer

- Representation in a trademark infringement dispute.
- Interim court order protecting the brand against unfair competition.

Sky & Space

- Regulatory and operational advice for a satellite technology manufacturer.
- Market entry and compliance support in regulated aerospace and technology environments.

CBS Europa & AMC Networks

Legal and commercial advice for global television networks and media broadcasters.

SHARP zelmer Uber CBS europa

Global Tech & Electronics Leaders (Fujitsu, Sharp, Philips, Bang & Olufsen)

- Commercial and regulatory advice for global electronics and technology manufacturers.
- Cross-border M&A and corporate compliance support in Poland and the EU.

Fujitsu

Commercial, corporate and regulatory support for technology and electronics operations in Poland and the EU.

B&O BANG & OLUFSEN PHILIPS AMC NETWORKS Fireart Studio FUJITSU

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科技、人工智能与知识产权

保护您在欧盟的创新成果

在欧盟市场，保持技术竞争优势是推动科技企业持续发展的关键。我们的 IT 与知识产权律师团队提供全面的知识产权法律服务，包括商标注册、专利申请、工业设计保护及版权维权。

我们协助智能科技、物联网（IoT）、人工智能（AI）及软件企业应对复杂的欧盟监管框架，包括《欧盟人工智能法案》（EU AI Act）及《通用数据保护条例》（GDPR）等数据保护要求。同时，我们还提供技术转让、许可授权及 IT 外包合同的架构设计与谈判支持。

D&P 成功案例与专业经验

Uber

- 就雇佣关系及 GDPR 合规开展全面尽职调查分析。
- 就驾驶员及员工数据的国际传输与处理提供专业建议。

Zelmer

- 代理商标侵权纠纷案件。
- 成功取得法院临时禁令，保护品牌免受不正当竞争侵害。

Sky & Space

- 为卫星技术制造企业提供监管及运营法律咨询。
- 提供航空航天及科技产业市场准入与合规支持。

CBS Europa & AMC Networks

为国际电视媒体及广播集团提供法律及商业咨询服务。

SHARP zelmer Uber CBS europa

全球科技与电子行业领导企业
Fujitsu、Sharp、Philips、Bang & Olufsen

- 为全球电子及科技制造企业提供商业及监管法律咨询。
- 为波兰及欧盟地区的跨境并购（M&A）及企业合规提供支持。

Fujitsu

为其在波兰及欧盟的科技与电子业务提供商业、公司法及监管支持。

BANG & OLUFSEN PHILIPS AMC NETWORKS Fireart Studio FUJITSU

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Energy, EV & Battery

Driving the Green Transition

Navigating the European energy transition requires deep regulatory and transactional insight. We support Asian investors entering the electromobility sector, including EV charging infrastructure, battery projects and battery energy storage systems (BESS).

Our team advises on EU battery compliance, waste battery management, environmental permitting, energy supply contracts and the Alternative Fuels Infrastructure Regulation (AFIR).

We also support complex administrative, permitting and transactional processes for renewable energy projects, including large-scale photovoltaic and wind farm developments. Our engagement with the Polish New Mobility Association (PSNM) helps us stay close to regulatory and industry developments.

D&P Case Study & Proven Track Record:

Sunbird Solar Solutions / EPP

- Regulatory and transactional advice for commercial photovoltaic projects.
- PV projects across 13 shopping centres with a total capacity exceeding 7,100 kWp.

HMS Bergbau AG

- Transactional advice and due diligence for the acquisition of the Krupiński Mine.
- Representation of a German-listed investor in negotiations with the Ministry of Energy.

Çalik Enerji, Meta Energia ESCO, Solaks Power, Shell & Respect Energy

- Support for energy companies operating or expanding in Poland.
- Regulatory and commercial advice for energy, ESCO and RES projects.
- Assistance with contracts, investment structuring and market-entry matters.

Saab, Tata Steel, Mitsubishi, Toyota (AISIN)

- Environmental law advice, including hydrogen and battery projects.
- Support in environmental audits, investment planning and obtaining administrative decisions.

ATOMTECH HMS MITSUBISHI ÇALIK ENERJİ META ENERGIA PGNiG

EPP Shell TATA STEEL AISIN TOYOTA group SOLAX POWER RESPECT ENERGY

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能源、电动车与电池产业

推动绿色能源转型

欧洲能源转型需要深入的监管专业知识及丰富的交易经验。我们协助亚洲投资者进入欧洲电动交通产业，包括电动车充电基础设施、电池项目及电池储能系统（BESS）等领域。

我们的团队提供欧盟电池法规、废旧电池管理、环境许可、能源供应合同及《替代燃料基础设施条例》（AFIR）等方面的法律咨询。

此外，我们还协助可再生能源项目办理复杂的行政审批、许可及交易流程，包括大型光伏电站及风力发电项目。我们积极参与波兰新能源交通协会（PSNM），持续掌握最新法规及产业发展趋势。

D&P 成功案例与专业经验

Sunbird Solar Solutions / EPP

- 为商业光伏项目提供监管及交易法律咨询。
- 协助13座购物中心建设总装机容量超过7,100 kWp的光伏项目。

HMS Bergbau AG

- 为收购 Krupiński 煤矿项目提供交易咨询及尽职调查。
- 代表德国上市投资者参与与波兰能源部的谈判。

Çalık Enerji、Meta Energia ESCO、Solaks Power、Shell、Respect Energy

- 为在波兰运营或拓展业务的能源企业提供法律支持。
- 提供能源、ESCO 及可再生能源（RES）项目的监管与商业咨询。
- 协助合同谈判、投资架构设计及市场准入事务。

Saab、Tata Steel、Mitsubishi、Toyota（AISIN）

- 提供环境法咨询，包括氢能及电池项目。
- 协助开展环境审计、投资规划及行政许可申请。

ATOMTECH HMS MITSUBISHI ÇALIK ENERJİ META ENERGIA PGNiG

EPP Shell TATA STEEL AISIN TOYOTA group SOLAX POWER RESPECT ENERGY

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Security, Drones & Dual-Use

Navigating Strict Export Controls

Working with defence, security and advanced technology regulations in Poland and the EU can be complex. We help technology and manufacturing companies handle the legal side of security clearances, military concessions, dual-use goods, strategic trade licences and cross-border technology transfers.

Our support also covers UAVs, aerospace technologies and advanced hardware, helping businesses stay compliant while expanding and operating internationally.

MILITARY COMPLIANCE HUB

D&P Case Study & Proven Track Record:

Polish Armaments Group (PGZ) & "Łucznik" Arms Factory

- Advice on contractual aspects of weapons trade
- Audits for weapons exports and trade with the US
- Support in related commercial, contractual, and corporate matters

Toolshed Slovakia & UKRSPEC Systems

- Regulatory and commercial support for the defence sector.
- Strategic goods and export control compliance.

U&C UAS s.r.o.

- Urgent release of EUR 150 million worth of military goods at the border.
- Transit permit and customs clearance support.

Constellis

- Market entry and expansion advice.
- Corporate and commercial compliance support for the defence sector.

FABRYKA BRONI · constellis · U&C · TOOLSHED.SK · AMAG TECHNOLOGY An Allied Universal Company · G4S

Saab

- Ongoing environmental and regulatory advice.
- Compliance support for defence and technology operations.

Chemonics / USAID Projects

- Licensing support and execution of defence/development contracts.
- Structuring of local HR entities and expert relocation processes.

G4S

- Market entry and expansion advice.
- Strategic guidance for security sector operations.

MAG America

- Legal and compliance support for defence contractors.
- Support in navigating the Polish regulatory environment.

Apollo Spirit

- Export compliance for aerospace technologies to the United States.
- Support in navigating military and international regulations.

AMAG Technology

Commercial and regulatory advice for security systems.

Chemonics Development works here. · APOLLO SPIRIT · MAG saves lives builds futures · SAAB · PGZ

WWW.DUDKOWIAK.COM

国防、安全、无人机与军民两用产品
应对严格的出口管制要求

在波兰及欧盟，从事国防、安全及先进技术相关业务，必须符合严格的监管要求。我们协助科技及制造企业处理安全审查、军工许可、军民两用产品、战略物资出口许可及跨境技术转移等法律事务。

我们的服务亦涵盖无人机（UAV）、航空航天技术及先进硬件设备，协助企业在国际业务拓展过程中持续符合监管要求。

国防合规中心

D&P 成功案例与专业经验

Polish Armaments Group（PGZ）与"Łucznik"兵工厂

- 就武器国际贸易合同提供法律咨询。
- 开展武器出口及对美贸易合规审计。
- 提供商业、合同及公司法相关法律支持。

Toolshed Slovakia 与 UKRSPEC Systems

- 为国防产业提供监管及商业法律支持。
- 协助战略物资及出口管制合规事务。

U&C UAS s.r.o.

- 成功协助价值1.5亿欧元军用品完成紧急边境放行。
- 提供过境许可及海关清关支持。

Constellis

- 提供波兰市场进入及业务拓展咨询。
- 为国防产业提供企业合规及商业法律支持。

FABRYKA BRONI · constellis · U&C · TOOLSHED.SK · AMAG TECHNOLOGY An Allied Universal Company · G4S

Saab

- 持续提供环境法及监管法律咨询。
- 协助国防及科技业务合规运营。

Chemonics / USAID Projects

- 协助办理许可申请及执行国防／国际发展项目合同。
- 协助建立当地人力资源实体及专家跨国派遣方案。

G4S

- 提供市场进入及业务拓展咨询。
- 为安保产业提供战略运营建议。

MAG America

- 为国防承包商提供法律及合规支持。
- 协助企业遵循波兰监管要求。

Apollo Spirit

- 协助航空航天技术出口美国的出口管制合规。
- 提供军工法规及国际贸易法规咨询。

AMAG Technology

为安全系统企业提供商业及监管法律咨询。

Chemonics Development works here. · APOLLO SPIRIT · MAG saves lives builds futures · SAAB · PGZ

WWW.DUDKOWIAK.COM

Market Entry & Investment

Accelerating Your Growth in the EU

Smooth market entry and strategic expansion in Poland and the EU require robust legal and tax structuring. Asian investors receive comprehensive support with greenfield and brownfield projects, cross-border mergers and acquisitions (M&A), joint ventures (JV), and full-scale company incorporation.

Rigorous due diligence, foreign direct investment (FDI) screening, and antitrust clearance procedures are managed to support secure transactions. To maximise financial efficiency, corporate operations are structured to benefit from key regional incentives, including Polish Investment Zone (PSI) exemptions, R&D relief, and the Estonian CIT.

D&P Case Study & Proven Track Record:

Focus Fund / Sukcesja Commercial Center

- Due diligence, transactional advice and representation in the Sukcesja Commercial Center auction.
- Transaction value: approx. PLN 80 million.

Glovo

- Corporate reorganisation and workforce restructuring.
- Ongoing HR compliance and operational optimisation.

Garzoni S.A.

- Legal and transactional advice for a Swiss investor acquiring commercial BTS assets in Poland.
- Transaction value: approx. PLN 50 million.

Qatar Airways

Advice on implementing the Pay Transparency Directive across global HR operations.

GARZONI J.P.Morgan KOSTAL MOTION & CONTROL NSK SKANSKA

Rakuten, Charlotte Tilbury, Xiaomi, Constellis & NGOs

- Corporate compliance and governance support for corporate groups in Poland.
- Support for NGOs including Care.org, Tent and Global Communities.

J.P. Morgan, Erkim Pharmaceuticals, AISIN, Agrana, KOSTAL Automotive, NSK Europe

- Market expansion advice
- Regulatory guidance
- Commercial transaction structuring.

SIJ Group, B&B Trends, EU Poultry, Patton Electronics, Damage S.A., Skanska

- Transactional advice on complex acquisitions and restructurings.
- Support across various industries in Poland.

CharlotteTilbury ERKIM GRANA AUSTRIA JUICE Passion you can taste. care

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市场准入与投资

助力您加速拓展欧盟市场

顺利进入波兰及欧盟市场，并实现战略性业务扩展，需要完善的法律及税务架构支持。我们为亚洲投资者提供全面服务，包括绿地投资（Greenfield）、棕地投资（Brownfield）、跨境并购（M&A）、合资合作（JV）以及公司设立等项目。

我们负责开展严格的尽职调查、外商直接投资（FDI）审查及反垄断审批程序，确保交易安全顺利完成。为提升投资效益，我们还协助企业充分利用波兰投资区（PSI）税收优惠、研发税收减免（R&D Relief）及爱沙尼亚企业所得税制度（Estonian CIT）等区域激励政策，优化企业运营架构。

D&P 成功案例与专业经验

Focus Fund / Sukcesja Commercial Center

- 为 Sukcesja 商业中心拍卖项目提供尽职调查、交易法律咨询及代理服务。
- 交易金额约 8,000 万波兰兹罗提（PLN）。

Glovo

- 企业重组及组织架构优化。
- 持续提供人力资源合规及运营优化支持。

Garzoni S.A.

- 为瑞士投资者收购波兰商业 BTS（Build-to-Suit）资产提供法律及交易咨询。
- 交易金额约 5,000 万波兰兹罗提（PLN）。

Qatar Airways（卡塔尔航空）

为全球人力资源体系实施《薪酬透明度指令》（Pay Transparency Directive）提供法律咨询。

GARZONI J.P.Morgan KOSTAL MOTION & CONTROL NSK SKANSKA

Rakuten、Charlotte Tilbury、Xiaomi、Constellis 及非营利组织（NGOs）

- 为企业集团提供公司治理及企业合规支持。
- 为 Care.org、Tent、Global Communities 等国际非营利组织提供法律支持。

J.P. Morgan、Erkim Pharmaceuticals、AISIN、Agrana、KOSTAL Automotive、NSK Europe

- 市场拓展咨询。
- 监管法规指导。
- 商业交易架构设计。

SIJ Group、B&B Trends、EU Poultry、Patton Electronics、Damage S.A.、Skanska

- 为复杂并购及企业重组提供交易法律咨询。
- 为波兰多个行业客户提供持续法律支持。

CharlotteTilbury ERKIM GRAN AUSTRIA JUICE Passion you can taste. care

WWW.DUDKOWIAK.COM

Employment & Immigration

Building Your Local Workforce

Expanding into the EU requires effective talent acquisition and corporate relocation. Foreign investors receive comprehensive support in achieving and maintaining compliance with Polish labour law, including assistance with the relocation of executive and technical staff.

We assist with obtaining work and residence permits, drafting employment and B2B contracts, and implementing internal HR policies. Day-to-day HR operations and payroll are managed to support operational continuity for local subsidiaries.

D&P Case Study & Proven Track Record:

Glovo

- Audit and modernization of internal HR policies and regulations
- Support in Warsaw Tech Hub closure and employee severance disputes

HelloFresh

- Market entry employment support in Poland, including payroll and onboarding setup
- Preparation of employee documentation and HR process implementation

Integrated Global Services

- Employment support for Polish market expansion
- Preparation of local employment models, contract templates and payroll structure

SumUp Services

- Design and implementation of working-time and on-call models
- Workforce structuring for 24/7 technical support operations

Aurora Energy Research

- Employment support for Polish market entry
- Localization of employee handbook and internal HR policies

Austria Juice Poland

- Strategic HR advice for seasonal workforce management
- Review of temporary workforce arrangements and HR risk mapping

Chiquita, Infobip & Kostal

Long-term support in Polish labour law, payroll and HR compliance.

Apollo Spirit

- Relocation of 80 core employees to Poland.
- High-volume immigration, visa and localised onboarding processes.

WWW.DUDKOWIAK.COM

人力资源与移民服务

建立您的本地团队

拓展欧盟市场需要完善的人才招聘及跨国人员调派规划。我们协助外国投资者全面遵循波兰劳动法规定，并提供管理人员及专业技术人员跨国派遣支持。

我们的服务包括办理工作许可及居留许可、起草劳动合同及 B2B 合同、制定企业内部人力资源制度，并协助企业处理日常 HR 管理及薪资发放，确保当地子公司持续稳定运营。

D&P 成功案例与专业经验

Glovo

- 审核并优化企业内部人力资源政策及管理制度。
- 协助华沙科技中心关闭及员工资遣争议处理。

HelloFresh

- 提供波兰市场进入阶段的人力资源支持，包括薪资系统及员工入职流程建立。
- 协助准备员工文件及建立 HR 管理流程。

Integrated Global Services

- 提供波兰市场拓展的人力资源支持。
- 建立当地用工模式、劳动合同范本及薪资体系。

SumUp Services

- 设计并实施工时制度及值班制度。
- 为全天候（24/7）技术支持团队建立人力资源架构。

Aurora Energy Research

- 提供波兰市场进入阶段的人力资源支持。
- 协助员工手册及内部 HR 政策本地化。

Austria Juice Poland

- 为季节性用工提供战略性人力资源咨询。
- 审查临时用工安排并进行 HR 风险评估。

Chiquita、Infobip & Kostal

长期提供波兰劳动法、薪资管理及 HR 合规支持。

Apollo Spirit

- 协助 80 名核心员工迁移至波兰。
- 提供大规模移民、签证办理及本地化入职支持。

DOING BUSINESS IN POLAND & EU

Practical FAQ for Asian Investors & Tech Companies

Can a foreign company freely invest in Poland?

Generally, yes. However, certain foreign investments in Poland may be subject to review by the Polish Office of Competition and Consumer Protection (UOKiK).

Mandatory foreign direct investment (FDI) screening may apply, especially where publicly listed companies or entities in strategic sectors are involved, including IT, telecom, energy, oil & gas, chemicals and food production.

Do intra-EU transfers require authorisation?

Sometimes yes. Certain controlled items require permission even when transferred within the EU. Do not assume EU = no licence.

Does our technology require an export licence?

If your product, software or technology can be used for both civilian and military purposes, it may be classified as a dual-use item.

Exporting it outside the EU, providing technical assistance or brokering may require authorisation, depending on the classification, destination and transaction structure.

Physical shipment is not required for the regulation to apply - electronic transfers, such as the transmission of technology or software, may also be controlled.

How long do procedures take?

Indicative timelines:

- Concession: 3–6 months
- Individual export licence: 30–60 days
- Industrial security clearance: 3–9 months, depending on the classification level

Delays often result from incomplete documentation.

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在波兰及欧盟开展业务

亚洲投资者与科技企业常见问题（*FAQ*）

外国企业可以自由投资波兰吗?

一般情况下可以。
但部分外国投资项目可能需要接受波兰竞争与消费者保护办公室（UOKiK）的审查。

尤其涉及上市公司或战略产业（包括 IT、电信、能源、石油天然气、化工及食品生产等）的投资，通常需进行外商直接投资（FDI）审查。

歐欧盟成员国之间的货物转移是否需要许可?

部分情况下需要。
|
即使货物仅在欧盟内部流通，某些受管制产品仍须取得许可，不应认为「欧盟内部运输」即可免于许可要求。

我们的技术是否需要出口许可证?

如果您的产品、软件或技术同时具有民用及军事用途，则可能被认定为军民两用产品（Dual-Use Items）。

向欧盟以外出口、提供技术协助或从事经纪安排时，是否需要取得许可，将取决于产品分类、出口目的地及交易架构。
此外，即使没有实体货物运输，仅通过电子方式传输软件或技术，也可能受到出口管制法规约束。

相关审批程序通常需要多久?

参考办理时间：

- 特许经营许可（Concession）：约 3–6 个月
- 单项出口许可证：约 30–60 天
- 工业安全许可：约 3–9 个月（视保密等级而定）

审批延误通常是由于申请文件不完整所导致。

How can we smoothly relocate key technology and management staff?

Temporary residence and work permits must be obtained. For highly qualified professionals, the EU Blue Card is available, subject to a gross annual salary of no less than 150% of the average wage in Poland. Intra-corporate transfer (ICT) procedures are also available for international capital groups.

What is the "catch-all" rule for civilian products?

Even if your product is not officially listed, authorisation may still be required if the end-user is military-related, the destination raises security concerns or the product may contribute to military use. This assessment should be made before shipment.

Does brokering require authorisation?

Yes. Arranging a transaction between two foreign parties may require authorisation under strategic goods law. Physical shipment is not required for the regulation to apply.

What happens in case of non-compliance with Polish regulations?

Violations of strategic goods laws or regulatory rules may result in financial penalties, loss of concession and criminal liability for responsible persons.

If customs authorities stop a shipment, they may suspend the export or initiate administrative or criminal proceedings. Compliance review should take place before entering the market or signing contracts, not after customs intervention.

60-Second Compliance Check

Are you ready for EU expansion?

- ☐ Are you entering the Polish or EU market?
- ☐ Are you planning an M&A, joint venture or local company setup?
- ☐ Do you operate in IT, energy, telecom, defence, aerospace or manufacturing?
- ☐ Do you export, import or transfer advanced technology, software or dual-use goods?
- ☐ Do you need work permits or relocation support for key staff?
- ☐ Will your contracts, data, IP, tax or customs be subject to EU regulations?

If you answered "yes" to any of these questions, your EU expansion may require legal, tax or regulatory clearance before you start.

Doing Business in Poland

Prepared with BPCC.

Your starting point for investing in Poland.

Free Guidebook



如何顺利调派技术人员及管理人员至波兰?

企业须先为员工办理临时居留许可及工作许可。
对于高技能专业人才，可申请欧盟蓝卡（EU Blue Card），申请人年薪须达到波兰平均工资的 150% 以上。
国际企业集团亦可利用**企业内部调派（ICT）**制度办理人员派遣。

什么是民用产品的“Catch-all（全面管制）”规则?

建議於出貨前完成評估。即使产品未被正式列入管制清单，只要：

- 最终用户涉及军事单位；
- 出口目的地存在国家安全风险；
- 产品可能被用于军事用途；

仍可能需要申请许可。
建议企业在出货前完成相关评估。

经纪（Brokering）业务是否需要许可?

需要.

需要。
即使交易双方均位于国外，仅安排双方完成交易，也可能依据战略物资管理法规取得许可。
此规定同样适用于无实体货物运输的交易。

若违反波兰法规，会有什么后果?

违反战略物资或相关监管法规，可能导致：

- 罚款；
- 吊销许可证；
- 对相关负责人追究刑事责任。

若海关发现异常，可能暂停出口，并启动行政调查或刑事程序。
因此，企业应在进入市场或签订合同前完成合规审查，而非等到海关介入后才采取补救措施。

60 秒合规自查

您准备好拓展欧盟市场了吗?

- ☐ 您是否计划进入波兰或欧盟市场?
- ☐ 您是否计划开展并购（M&A）、合资合作（JV）或设立本地公司?
- ☐ 您是否从事 IT、能源、电信、国防、航空航天或制造业?
- ☐ 您是否出口、进口或转移先进技术、软件或军民两用产品?
- ☐ 您是否需要为核心员工办理工作许可或跨国派遣?
- ☐ 您的合同、数据、知识产权、税务或海关事务是否受到欧盟法规约束?

如果上述任何一项您的答案为“是”，那么在正式开展欧盟业务之前，您的项目可能需要完成相关法律、税务或监管合规审查。

波兰投资营商指南

与 *BPCC* 联合编制

投资波兰的最佳起点

免费指南



Our Team

Your Multidisciplinary Legal & Tax Hub

A highly specialised team of more than 100 professionals provides comprehensive one-stop-shop support for foreign investors in Poland and the EU.

Dedicated legal, tax and accounting divisions are aligned to support every stage of corporate expansion, focusing on:

- Market Entry, M&A & Tax Structuring
- International Trade & Supply Chain Security
- Technology, Dual-Use & Regulatory Clearance
- Employment, Immigration & HR Operations
- Environment, Energy, Aviation, Automotive
- Real Estate, Litigation, Cybersecurity
- Inheritance, Debt Collection

Over 35 years advising regulated and defence, related industries.

Expertise in concession, based operations and export control.

English-speaking, multidisciplinary team: legal, tax and compliance.

Additional sector resources, guides and training materials.



Michał Dudkowiak
Regulatory
Managing Partner
Barrister



Michał Puk
Commercial
& Regulatory
Partner|Barrister



Alicja Myśluk -Landowska
Employment
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Łukasz Tuszyński
Tax Advisor
Senior Counsel



Maksymilian Cudnik
M&A|Counsel
Attorney-at-law



Ignacy Heckert
Defense & Strategic
Trade Law
Counsel | Barrister



Denis Ushakov
Immigration
Senior Counsel
Barrister

我们的团队

您的一站式法律与税务服务团队

我们拥有一支由 100 多位专业人士组成的高水平团队，为外国投资者在波兰及欧盟提供全面的一站式专业服务。

我们的法律、税务及会计团队紧密协作，为企业发展的各个阶段提供支持，重点涵盖：

- 市场准入、并购（M&A）及税务架构规划
- 国际贸易与供应链安全
- 科技产业、军民两用产品及监管审批
- 人力资源、移民及 HR 管理
- 环境、能源、航空及汽车产业
- 房地产、争议解决及网络安全
- 继承事务及债务追偿

超过 35 年服务受监管行业及国防产业的丰富经验

深厚的特许经营许可及出口管制专业能力

英文沟通无障碍的跨领域团队，涵盖法律、税务及合规专业

提供行业研究资料、专业指南及培训课程



Michał Dudkowiak
监管业务
(管理合伙人｜出庭律师



Michał Puk
商业与监管业务
合伙人｜出庭律师



Alicja Myśluk -Landowska
劳动法
合伙人｜律师



Anna Szymielewicz
争议解决与诉讼
合伙人｜律师



Łukasz Tuszyński
税务顾问
高级法律顾问



Maksymilian Cudnik
并购
法律顾问
律师



Ignacy Heckert
国防与战略贸易法
法律顾问｜出庭律师



Denis Ushakov
移民业务
高级法律顾问
出庭律师



DUDKOWIAK & PUTYRA
BUSINESS LAWYERS

EU EXPANSION TOOLKIT

Practical legal resources before entering Poland and the EU

Check how to set up a company in Poland





Start Smart in Poland

What Our Experts Say

M&A Guide | Poland & EU

A practical guide for international companies planning acquisitions, joint ventures, partner verification and strategic transactions in Poland.

"Before you set the launch date, check the permits. In energy, battery and manufacturing projects, environmental and regulatory issues can decide whether the project starts on time."

Anna Cichoń
Energy, EV, battery
Lawyer | Counsel



"A good location is not only about price and access. Before signing, verify zoning, utilities, road access, construction limits and environmental constraints."

Wojciech Kasprzak
Real Estate & Investment
Senior Counsel
Attorney-at-law



"Do not share technology before protecting it. Software, know-how, trademarks, data and licensing rules should be secured before entering talks with EU partners."

Natalia Chudzicka-Szwajka
IP, AI & Technology Protection
Counsel | Barrister





DUDKOWIAK & PUTYRA
BUSINESS LAWYERS

欧盟市场拓展工具包

进入波兰及欧盟市场前的实用法律资源

了解如何在波兰设立公司





智慧布局波兰

我们专家的建议

《波兰及欧盟并购指南》

为计划在波兰开展企业并购、合资合作、商业伙伴尽职调查及战略交易的国际企业提供实用指导。

“在确定项目启动日期之前，请务必确认所有许可手续。在能源、电池及制造业项目中，环境及监管审批往往决定项目能否如期启动。”



Anna Cichoń
能源｜电动车｜电池产业
律师｜法律顾问

“优质的投资地点不仅取决于价格和交通条件。在签约之前，请务必确认土地用途规划、公用设施、道路通行条件、建设限制以及环境因素。”



Wojciech Kasprzak
房地产与投资
高级法律顾问｜律师

“在完成技术保护之前，不要轻易分享您的核心技术。软件、专有技术（Know-how）、商标、数据及许可制度，都应在与欧盟合作伙伴展开正式合作前妥善保护。”



Natalia Chudzicka-Szwajka
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