

商務律師
35 年

DUDKOWIAK
& PUTYRA

您的歐洲事業
從這裡開始

Taiwan Expo 2026

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BUSINESS LAWYERS
35 YEARS

DUDKOWIAK
& PUTYRA

Your business starts here

Taiwan Expo 2026

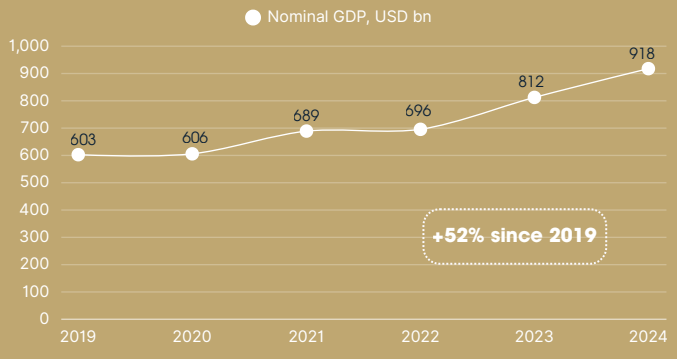
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Why Poland?

Poland is the largest economy in Central and Eastern Europe, offering a resilient, business-oriented environment and direct access to the EU Single Market. It is an attractive destination for Taiwanese technology, energy and manufacturing companies seeking to scale 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.

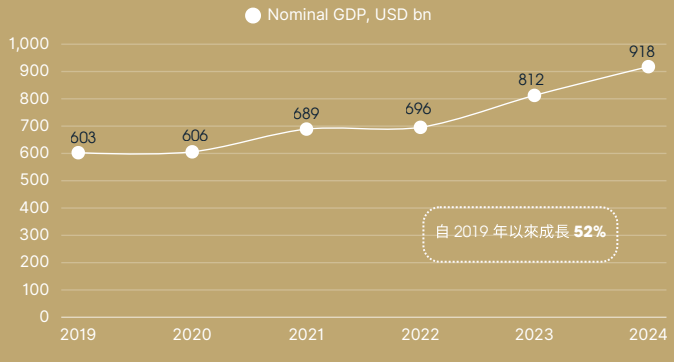
As a stable EU and NATO member with 17.92 million economically active people and a domestic market of over 37 million people, Poland provides scale, connectivity and long-term certainty for investors.

為什麼選擇波蘭？

波蘭是中東歐地區最大的經濟體，擁有穩定且具商業競爭力的投資環境，並可直接進入歐盟單一市場。對於希望拓展歐洲市場的台灣科技、能源及製造業企業而言，波蘭是極具吸引力的投資據點。

波蘭名目 GDP 成長趨勢

GDP（現價美元，十億美元）｜2019–2024



資料來源：*World Bank*（經 *FRED* 資料庫整理），數值四捨五入至十億美元.

5,500+ 公里
高速公路與快速道路網絡

3,700 萬以上
國內市場人口

9,180 億美元
2024 年名目 GDP

S波蘭位於中東歐核心位置，可連結主要區域市場及波羅的海港口，並擁有超過 5,500 公里的高速公路與快速道路，以及約 20,000 公里的鐵路運輸網絡，提供完善的物流與交通基礎建設。

作為歐盟及北約（NATO）成員國，波蘭擁有穩定的政治與經濟環境，勞動人口約 1,792 萬人，國內市場規模超過 3,700 萬人，為投資人提供市場規模、區域連結性及長期發展保障。

Why Dudkowiak & Putyra



Strategic Partner for Taiwanese Business

Understanding the needs of Asian investors and technology companies is an important part of our practice.

As an active member of the Polish-Taiwanese Chamber of Commerce and Industry (PTIPH), we support bilateral economic cooperation, innovation and direct investment between Poland and Taiwan.

POLISH - TAIWANESE
CHAMBER OF INDUSTRY AND COMMERCE

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 than 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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為什麼選擇 Dudkowiak & Putyra



台灣企業值得信賴的策略合作夥伴

一站式整合服務體驗

超過 35 年經驗驗證之專業實務經驗

深入了解亞洲投資人及科技企業需求，一直是我們專業服務的重要核心。

身為波蘭台灣商業暨產業協會（PTIPH）活躍會員，我們積極推動波蘭與台灣之間的經貿合作、創新發展及直接投資交流。

POLISH - TAIWANESE
CHAMBER OF INDUSTRY AND COMMERCE

您無需分別尋找多家顧問機構。

我們提供涵蓋法律、稅務、會計、人力資源及薪資管理的一站式整合服務，並透過專屬財務部門 DPG 提供完整支援. 超過 100 位跨領域專業人士組成的團隊，可協助企業處理市場拓展過程中的各項需求。

Netherlands Polish Chamber of Commerce
british polish chamber of commerce
AHK

自 1991 年以來，我們已協助眾多國際知名企業成功進入波蘭及中東歐市場並持續擴展業務.

我們的專業能力獲得國際權威法律評比機構肯定，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 XVIII I MIEJSCE

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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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國際貿易與海關服務

強化您的全球供應鏈布局

N在全球供應鏈環境下，企業需要完善的法律、稅務及海關支援。我們協助亞洲企業順利進入歐盟市場，並就歐盟海關法規、經濟制裁及出口管制提供專業法律諮詢。

我們的跨領域團隊可協助審閱、稽核及協商國際 B2B 商業合約、經銷協議及合資架構。針對跨境交易，我們從關稅、增值稅（VAT）、預扣稅（WHT）及移轉訂價（TP）等面向進行全面評估。

D&P 成功案例與實績

MAERSK、CHUBB 與 AIG

- 為於波蘭營運的全球物流與保險領導企業提供支援。
- 提供跨境營運之商業、法規與契約法律建議。
- 協助合規管理、理賠處理、爭議解決與風險管理。

Inventronics */ams OSRAM*

- 為全球科技企業提供法律支援及盡職調查服務
- 協助跨境交易及歐盟市場進入專案

British American Tobacco（英美煙草）

協助處理運輸過程中的失竊與損失相關事宜，包括責任釐清、理賠策略、保險協調及損害賠償追償。

MAERSK　CHUBB　inventronics OSRAM products　DAIFUKU　AIG　BRITISH AMERICAN TOBACCO

DAIFUKU

- 提供波蘭市場營運相關法規與商業顧問服務
- 代理重大機場基礎建設及物流爭議案件

Gama Aviation, KLM Air France, Transavia

- 提供契約、法規遵循及海關事務相關法律諮詢
- 協助企業在波蘭市場拓展及營運

AIR FRANCE KLM　Gama Aviation　sij group　transavia

Tata
AISIN
SIJ Group

- 提供跨境交易顧問服務
- 長期支援企業日常 B2B 商業往來及契約管理

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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、人工智慧與智慧財產權

守護您的創新成果

在歐盟市場，保護技術優勢是企業持續成長的重要關鍵。我們專責的資訊科技（IT）及智慧財產權（IP）律師團隊，提供完整的智慧財產保護服務，包括商標註冊、專利申請、工業設計保護及著作權維權。

我們協助智慧科技、物聯網（IoT）、人工智慧（AI）及軟體企業因應複雜的歐盟法規要求，包括《歐盟人工智慧法案》（EU AI Act）及《一般資料保護規則》（GDPR）。
此外，我們亦協助規劃及協商技術移轉、授權合作及資訊委外（IT Outsourcing）相關契約。

D&P 成功案例與實績

Uber

- 進行聘僱及 GDPR 合規分析與盡職調查
- 提供駕駛與員工資料跨境處理建議

Zelmer

- 代理商標侵權爭議案件
- 取得法院暫時處分，保護品牌免受不公平競爭侵害

Sky & Space

- 為衛星科技製造商提供法規及營運諮詢
- 協助進入市場及符合航太與科技產業法規要求

CBS Europa & AMC Networks

為全球電視頻道及媒體集團提供法律與商業顧問服務

SHARP zelmer Uber CBS europa

全球科技與電子產業領導品牌
(Fujitsu, Sharp, Philips, Bang & Olufsen)

- 提供商業及法規顧問服務
- 協助波蘭及歐盟地區跨境併購（M&A）及企業法遵事務

Fujitsu

為於波蘭及歐盟地區營運之科技與電子產業企業，提供商業、公司法務及法規相關支援。

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、電動車與電池產業
推動綠色轉型

面對歐洲能源轉型趨勢，企業需要兼具法規與交易實務經驗的專業支援。我們協助亞洲投資人進入電動運輸（E-Mobility）市場，包括電動車充電基礎設施、電池專案及電池儲能系統（BESS）等領域。

我們的團隊提供歐盟電池法規遵循、廢棄電池管理、環境許可申請、能源供應契約及《替代燃料基礎設施規則》（AFIR）等相關諮詢服務。

此外，我們亦協助再生能源專案所涉及的行政程序、許可申請及交易安排，包括大型太陽能光電與風力發電場開發計畫。

我們與波蘭新能源移動協會（PSNM）保持密切合作，持續掌握最新法規趨勢及產業發展動態。

D&P 成功案例與實績

Sunbird Solar Solutions / EPP

- 提供商業太陽能光電專案之法規與交易顧問服務
- 協助 13 座購物中心建置太陽能系統，總裝置容量超過 7,100 kWp

HMS Bergbau AG

- 提供 Krupiński 礦場收購案之交易顧問及盡職調查服務
- 代表德國上市企業投資人參與能源部相關協商

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

- 為於波蘭營運或擴展業務之能源企業提供支援。
- 提供能源、ESCO 及再生能源（RES）專案之法規與商業法律建議。
- 協助合約管理、投資架構設計及市場進入相關事務。

Saab, Tata Steel, Mitsubishi, Toyota (AISIN)

- 提供環境法規顧問服務，包括氫能及電池相關專案
- 協助環境稽核、投資規劃及行政許可申請

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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

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國防、安全、無人機與軍民兩用產品
因應嚴格的出口管制規範

在波蘭及歐盟從事國防、安全及先進科技產業，需面對複雜的法規要求。我們協助科技及製造業企業處理安全許可、軍事執照、軍民兩用產品（Dual-use Goods）、戰略物資出口許可及跨境技術移轉等法律事務。

服務範圍亦涵蓋無人機（UAV）、航太科技及高階硬體設備，協助企業在國際市場拓展的同時維持法規遵循。

MILITARY
COMPLIANCE HUB

D&P 成功案例與實績

Polish Armaments Group (PGZ)
與 Łucznik Arms Factory

- 提供國際武器貿易契約相關法律諮詢
- 執行武器出口及對美貿易法律稽核
- 協助相關商業、契約及公司治理事務

Toolshed Slovakia & UKRSPEC Systems

- 提供國防產業法規與商業顧問服務
- 協助戰略物資及出口管制法規遵循

U&C UAS s.r.o.

- 協助價值 1.5 億歐元軍事設備緊急通關
- 提供過境許可及海關清關支援

Constellis

- 提供市場進入及業務拓展顧問服務
- 協助國防產業企業法遵與商業治理

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

Saab

- 提供持續性環境法規及監管顧問服務
- 支援國防及科技業務法遵需求

Chemonics / USAID Projects

- 協助國防及發展專案之許可申請與執行
- 規劃在地人力資源架構及專家派駐流程

G4S

- 提供市場進入及業務擴展策略建議
- 支援安全產業營運規劃

MAG America

- 提供國防承包商法律及法遵支援
- 協助因應波蘭監管環境要求

Apollo Spirit

- 提供航太技術出口美國之法規遵循支援
- 協助因應軍事及國際法規要求

AMAG Technology

提供安全系統相關商業及法規顧問服務

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

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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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市場進入與投資服務

加速拓展歐盟市場

企業欲順利進入波蘭及歐盟市場並實現策略性成長，需建立完善的法律及稅務架構。
我們為亞洲投資人提供完整支援，包括：綠地投資（Greenfield），棕地投資（Brownfield），跨境併購（M&A），合資企業（JV），公司設立與營運架構規劃。

透過嚴謹的盡職調查、外國直接投資（FDI）審查及反壟斷審核程序，協助企業安全完成交易. 同時，我們也協助企業運用波蘭投資區（PSI）租稅優惠、研發抵減（R&D Relief）及愛沙尼亞企業所得稅制度（Estonian CIT）等政策，提高投資效益。

D&P 成功案例與實績

Focus Fund / Sukcesja Commercial Center

- 提供盡職調查、交易顧問及拍賣程序代理服務
- 交易金額約 8,000 萬波蘭茲羅提（PLN）

Glovo

- 協助企業重組及人力資源優化
- 提供持續性 HR 法遵與營運改善支援

Garzoni S.A.

- 協助瑞士投資人收購波蘭 BTS 商用不動產
- 提供法律及交易顧問服務
- 交易金額約 5,000 萬波蘭茲羅提（PLN

Qatar Airways

協助於全球人資體系導入《薪資透明指令》
（Pay Transparency Directive）

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

Rakuten, Charlotte Tilbury, Xiaomi, Constellis & NGOs

- 提供企業法遵與公司治理服務
- 協助 Care.org、Tent 及 Global Communities 等非營利組織

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

- 市場拓展策略規劃
- 法規諮詢服務
- 商業交易架構設計

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

- 提供大型收購及企業重整交易顧問
- 涵蓋多元產業領域

CharlotteTilbury ERKIM GRAN AUSTRIA JUICE Passion you can taste. care

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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

人力資源與移民服務

建立在地人才團隊

拓展歐盟市場需要完善的人才招募及人員派駐規劃.

我們協助外國投資人遵循波蘭勞動法規，並支援高階主管及技術人才之跨國派駐與搬遷安排。

服務內容包括：工作許可申請; 居留許可申請; 勞動契約及 B2B 合約擬定; 人力資源制度建立; 薪資管理與法遵作業 . 協助在地子公司維持穩定營運與持續成長。

D&P 成功案例與實績

Glovo

- 內部人力資源政策與規範之稽核與現代化優化
- 支援華沙科技中心關閉及員工資遣爭議處理

HelloFresh

- 協企業進入波蘭市場之僱用支援，包括薪資制度與入職流程設置
- 員工文件準備及人力資源流程導入

Integrated Global Services

- 支援波蘭市場擴展之僱用相關服務
- 建立當地僱用模型、合約範本及薪資架構

SumUp Services

- 工作時間與待命（on-call）制度設計與導入
- 支援 24/7 技術支援營運之人力結構規劃

Aurora Energy Research

- 波蘭市場進入之僱用支援
- 員工手冊及內部人資政策在地化調整

Austria Juice Poland

- 季節性人力管理之策略性人資建議
- 臨時人力安排審查與人資風險評估

Chiquita, Infobip & Kostal

長期提供波蘭勞動法、薪資及人力資源合規支援。

Apollo Spirit

- 80 名核心員工遷移至波蘭
- 大量移民、簽證申請及在地化入職流程管理

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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在波蘭與歐盟經商

亞洲投資人與科技企業常見問題
(FAQ)

外國企業可以自由投資波蘭嗎?

一般而言可以。
然而，部分外國投資可能需接受波蘭競爭與消費者保護局（UOKiK）審查。

尤其涉及上市公司或策略性產業時，可能需要進行外國直接投資（FDI）審查，包括：資訊科技（IT), 電信, 能源, 石油與天然氣, 化工, 食品製造.。

歐盟境內移轉是否需要許可?

部分情況需要。
某些受管制物品即使在歐盟境內流通，仍需取得相關許可請勿假設：「在歐盟境內 = 不需要執照」。

我們的技術是否需要出口許可?

如果產品、軟體或技術同時具備民用及軍事用途，可能被認定為軍民兩用產品（Dual-use Item）。

出口至歐盟以外地區、提供技術支援或從事仲介交易時，是否需要許可將視產品分類、出口目的地及交易架構而定。
即使沒有實體貨物出口，透過電子方式傳輸技術或軟體，也可能受到出口管制規範.

相關程序需要多久時間?

參考時程如下：
特許執照（Concession）：3-6個月
個別出口許可：30-60天
工業安全審查：3-9個月，取決於分類級別。
文件不完整是最常見的延誤原因.

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



如何順利派駐技術及管理人才?

企業需取得居留及工作許可。
符合資格的高階專業人才可申請歐盟藍卡 (EU Blue Card）. 申請條件之一為:
年薪須達波蘭平均薪資的 150% 以上。 跨國企業亦可使用企業內部調派（ICT）制度.

什麼是「Catch-all Rule」?

即使產品未列入官方管制清單，若:
- 最終使用者涉及軍事用途
- 出口地存在安全風險
- 產品可能被用於軍事用途

仍可能需要取得許可。
建議於出貨前完成評估。

仲介交易需要許可嗎?

需要.
即使交易雙方皆位於海外，只要涉及戰略物資法規，仲介行為仍可能需要取得授權.
是否有實體運輸並非判斷標準。

違反波蘭法規會有什麼後果?

違反戰略物資法規或其他監管規定，可能導致:
- 高額罰款
- 執照撤銷
- 刑事責任

若海關攔截貨物，可能暫停出口，甚至啟動行政或刑事調查程序。
因此，企業應在進入市場或簽署合約前完成法遵評估，而非等到海關介入後才處理.



60 秒法規檢查

您準備好拓展歐盟市場了嗎?

請確認以下問題:

- ☐ 您是否計畫進入波蘭或歐盟市場?
- ☐ 您是否規劃進行企業併購（M&A)、合資合作（JV）或設立當地公司?
- ☐ 您是否從事資訊科技（IT)、能源、電信、國防、航太或製造業?
- ☐ 您是否出口、進口或移轉先進技術、軟體或軍民兩用產品 (Dual-use Goods)?
- ☐ 您是否需要為核心管理團隊或專業人才申請工作許可及派駐安排?
- ☐ 您的合約、資料、智慧財產權、稅務或海關業務是否可能受到歐盟法規管轄?

如果以上任何一題的答案為「是」，那麼在正式進入歐盟市場之前，您的企業可能需要完成相關法律、稅務或法規審查程序。

波蘭投資指南

與 *BPCC* 共同編製

您投資波蘭的第一步。

免費投資指南



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 than 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
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Defense & Strategic
Trade Law
Counsel | Barrister



Denis Ushakov
Immigration
Senior Counsel
Barrister

我們的團隊

您的一站式法律與稅務顧問夥伴

我們擁有超過 **100 位專業人士組成的跨領域團隊**，為外國投資人於波蘭及歐盟市場提供完整的一站式服務.

法律、稅務及會計團隊緊密合作，支援企業拓展過程中的各個階段，服務範圍包括：

- 市場進入、併購與稅務規劃
- 國際貿易與供應鏈安全
- 科技產業、軍民兩用產品與法規審查
- 人力資源、移民與企業營運
- 環境、能源、航空與汽車產業
- 不動產、訴訟與網路安全
- 繼承規劃與債務追

近 35 年受監管產業及國防產業顧問經驗

深厚的特許經營及出口管制實務經驗

全英文服務之跨領域專業團隊 . 涵蓋法律、稅務及法規遵循服務

提供產業研究、實務指南及教育訓練資源



Michał Dudkowiak
法規事務
管理合夥
(Managing Partner)
執業律師（Barrister)



Michał Puk
商業法規與監管事務
合夥人（Partner）
執業律師（Barrister）



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法律顧問
(Attorney-at-law)



Anna Szymielewicz
爭議解決與訴訟
合夥人（Partner）
法律顧問
(Attorney-at-law)



Łukasz Tuszyński
稅務顧問
資深法律顧問
(Senior Counsel)



Maksymilian Cudnik
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法律顧問資格
(Attorney-at-law)



Ignacy Heckert
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執業律師（Barrister）



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





Immigration Guide | Poland x Taiwan

A practical guide for Taiwanese companies relocating managers, engineers and key specialists to Poland.

Start Smart in Poland

What Our Experts Say

"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

歐盟市場拓展工具包

進入波蘭與歐盟市場前的重要法律資源

如何在波蘭設立公司?





智慧布局波蘭市場

專家觀點

波蘭 × 台灣移民指南

專為台灣企業設計的實務指南。

在確定專案啟動日期之前，請先確認所有必要許可。對於能源、電池及製造業投資而言，環境及法規要求往往是決定專案能否如期啟動的關鍵因素。

Anna Cichoń
能源、電動車與電池產業
律師｜法律顧問



優質投資地點不僅取決於價格與交通條件。在簽約前，應完整確認土地分區、公共設施、道路通行權、建築限制及環境條件等重要因素。

Wojciech Kasprzak
不動產與投資
資深法律顧問
法律顧問



在保護技術成果之前，不應急於對外分享.。軟體、技術知識（Know-how）、商標、資料及授權機制，都應在與歐盟合作夥伴洽談前完成保護與規劃。

Natalia Chudzicka-Szwajka
智慧財產權、人工智慧與科技保護
法律顧問｜執業律師




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歡迎造訪我們的網站
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