

# DOING BUSINESS IN MAŁOPOLSKA

A guide for investors



# POLAND INVITES INVESTORS



## MAŁOPOLSKA PERFECT REGION FOR INVESTMENT

**3.4 MILLION**

POPULATION (2022)

**1.5 MILLION**

NUMBER OF PROFESSIONALLY  
ACTIVE PEOPLE

**15,183 KM<sup>2</sup>**

TOTAL AREA OF THE REGION

**13.8%**

GDP GROWTH IN 2021  
(CURRENT PRICES)

**62/22/182**

NUMBER OF CITIES/  
COUNTIES/MUNICIPALITIES

**8.2%**

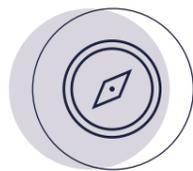
SHARE OF THE REGION IN  
THE VALUE OF POLAND'S  
GDP (2021)

**13,600 EUR/  
62,800 PLN**

GDP PER CAPITA (2021)

**EUR 12.5 BILLION/  
PLN 57.5 BILLION\***

EXPORTS OF GOODS  
AND SERVICES (2021)



**10,2%**

INCREASE IN INDUSTRIAL PRODUCTION SOLD IN  
2022 COMPARED TO 2021.

In enterprises employing 10 or more people, the sold industrial production in 2022 was 10.2% higher than last year. An increase in production was observed in all sections of the industry.

\* CONVERSION OF EUR/PLN AMOUNTS AT THE EXCHANGE RATE OF 4.6. APPLIES TO ALL DATA IN THE GUIDE.

## PREFACE

Małopolska is a region in southern Poland, which has been among the most attractive voivodeships for investors, both Polish and foreign, for years. The high pace of economic development, numerous business support institutions, and good transport infrastructure are just some of the reasons why global corporations decided to invest here. The region's investment potential is also appreciated in prestigious European competitions and rankings.

The historic city of Krakow, where the market for modern business services is dynamically developing, is the undisputed leader of Małopolska.

The ecosystem of universities, research institutes and global corporations also creates excellent conditions for the development of start-ups and technologies that distinguish Kraków in Europe and the world.

Kraków is also one of the most important Polish academic centers offering rich resources of highly qualified specialists.

The high quality of education offered by the Jagiellonian University and the AGH University of Science and Technology is appreciated by the most important Polish ranking of universities, PERSPEKTYWY, in which both universities have held the highest positions for years.

The aim of this publication is to show the benefits of investing in Małopolska. We address it mainly to foreign investors, but domestic entrepreneurs will also find here some useful information regarding both the region itself and running a business in Poland.

The Business Center in Małopolska Team

 **CENTRUM  
Business in Małopolska**

# WHY MAŁOPOLSKA?

There are many reasons why it is worth choosing Małopolska. Here are 10 of them:

## ENGINEERING AND MANAGEMENT STAFF AND SPECIALISTS AT THE HIGHEST LEVEL

- a high percentage of employees with higher education and people with knowledge of foreign languages
- 1.5 million professionally active people, including 32% of them with higher education

## TOP QUALITY HIGHER EDUCATION

Over 36,000 university graduates, two universities (UJ and AGH) on the Shanghai List

## VERY GOOD INFRASTRUCTURE FOR CONDUCTING BUSINESS

1.75 million m<sup>2</sup> of office space, wide warehouse offer, transport availability:

- A4 motorway (672 km)
- the main transit corridor from Western Europe to Ukraine – CORRIDOR III
- the largest regional airport in Poland: Kraków Airport

## HIGH LEVEL OF SATISFACTION WITH QUALITY OF LIFE

- 1st place in terms of satisfaction with the place of residence by voivodeship: 86%, Poland: 80%
- rich cultural, commercial and educational offer, also in English

## INNOVATIVE REGION

One of the highest indicators in Poland of the average share of innovative enterprises in the total number of enterprises – 22.5 (2021). According to the EU Regional Innovation Scoreboard, Małopolska was classified as a moderate innovator (2021)

## GREAT AVAILABILITY OF FUNDS FOR BUSINESS

Under the European Funds for Małopolska Regional Program for 2021–2027, the amount of support for research and development (R&D) and entrepreneurship will amount to over EUR 300 million

## BUSINESS SUPPORT

PLN 9.2 billion – value of declared investment outlays under 241 support decisions issued by the Krakow Technology Park from 2018 to October 2023 (within the Polish Investment Zone)

## LEADING REGION OF POLAND IN TERMS OF ECONOMIC POTENTIAL

Małopolska belongs to the group of leading Polish regions in terms of economic development, which together generate more than half of the national GDP

## 5. INDUSTRIAL REGION OF POLAND

The value of industrial production sold in 2022 amounted to EUR 31.8 billion/PLN 146.6 billion

## HIGH EXPORT VALUE

EUR 12.5 billion/PLN 57.5 billion – value of exports from Małopolska in 2021

# AWARDS AND DISTINCTIONS FOR MAŁOPOLSKA

## SPECIAL MENTION FOR MAŁOPOLSKA

awarded for the first time in 2023 in the “European Entrepreneurial Region 2024” competition, organized by the EU Committee of the Regions in cooperation with, among others, the European Commission and the European Parliament

## 1. PLACE FOR KRAKÓW

in the nationwide ranking “Business-friendly cities 2021” conducted by Forbes magazine (among cities from 300,000 to 999,000)

## 1. PLACE FOR KRAKÓW

in the ranking of the most business-friendly cities (2021) in the prestigious “Tholons Services Globalization City Index 2022”

## 1. PLACE FOR KRAKÓW

in the category of large cities for business friendliness and second place in the human capital and lifestyle category in the “European Cities and Regions of the Future 2023” ranking

## 10TH PLACE FOR MAŁOPOLSKA

in the ranking of European business-friendly regions “European Cities and Regions of the Future 2022/2023”

## TOP PLACE OF THE REGION

in the educational potential assessment ranking according to BEAS research (2021)

## KRAKÓW – THE LARGEST BUSINESS SERVICES CENTER IN POLAND ACCORDING TO THE ABSL REPORT (MODERN BUSINESS SERVICES SECTOR IN POLAND 2023)

- leader in terms of employment in the business services sector in Poland
- the average annual employment growth in the sector in 2017–2022 was 10.2%

## AMONG OTHERS, THEY INVESTED IN MAŁOPOLSKA:



# HUMAN CAPITAL IN MAŁOPOLSKA

The potential of the Małopolska labor market is one of its most important advantages:

- 2.1 million inhabitants (62% of the voivodeship's population) are people of working age, of which approximately 1.5 million are professionally active (working or actively looking for work),
- according to the demographic forecast prepared by the Central Statistical Office, there will be a constant increase in the number of inhabitants in Małopolska by 2035,
- Małopolska is also an attractive place to work for foreigners; in 2022, over 31,000 work permits for foreigners were issued, and in the first half of 2023 – almost 15,000.

The salary amount in the industrial sector for Małopolska is at the level of the average basic salary for the whole of Poland. The average salary in Małopolska is lower than in the Lower Silesian, Silesian and Masovian voivodeships.

**EUR 1,628/PLN 7,492**

AVERAGE MONTHLY GROSS SALARY IN INDUSTRY IN JULY 2023

MONTHLY GROSS SALARY IN INDUSTRY (AUTOMOTIVE AND EQUIPMENT PRODUCTION) IN 2022:

- PRODUCTION OPERATOR EUR 826–1,043/PLN 3,800–4,800
- MAINTENANCE TECHNICIAN EUR 1,087–1,413/PLN 5,000–6,500
- AUTOMATION ENGINEER EUR 1,522–1,956/PLN 7,000–9,000
- PRODUCTION MANAGER EUR 2,173–3,913/PLN 10,000–18,000
- PLANT DIRECTOR EUR 3,913–7,608/PLN 18,000–35,000

## LABOR MARKET IN MAŁOPOLSKA (JULY 2023):



Students from Małopolska study at 25 universities (the largest are the Jagiellonian University, the AGH University of Science and Technology, the Pedagogical University, the University of Economics, and the Krakow University of Technology). In the academic year 2022/2023, over 144,000 students studied in Małopolska, 83.2% of them at universities with an academic profile. Most people studied in the fields of Business, Administration and Law. The following fields of study were also popular: Technology, industry and construction, as well as Social sciences, journalism and information (as of December 31, 2022, data from the Statistical Office in Krakow).

The prestigious Shanghai ranking of “1000 best universities in the world” in the 2023 edition includes two universities from Małopolska:

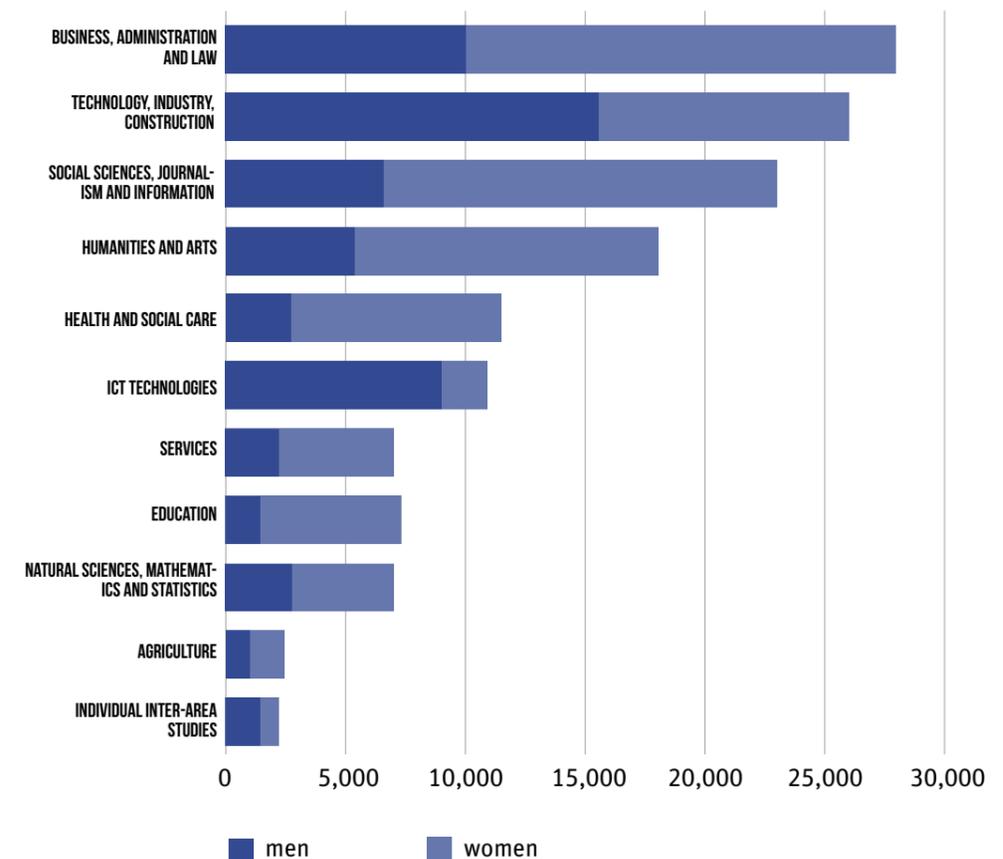
- Jagiellonian University (401st–500th place) – the highest place among Polish universities
- AGH University of Science and Technology of Stanisław Staszic in Kraków (801st–900th place)

In the academic year 2022/2023, 8.7 thousand students from abroad studied at universities in Małopolska. 14,000 people studied at postgraduate or doctoral studies.

In 2022, 36.3 thousand students obtained higher education diplomas in Małopolska. 53.1% completed first-cycle studies, and 46.9% of graduates received a diploma confirming completion of master's studies. 1/5 of graduates completed studies in fields belonging to the group of technology, industry and construction.



Students by groups of fields of study in the academic year 2022/2023



# R&D ACTIVITIES IN THE REGION

The significant human potential in the R&D sector on a national scale attracts international corporations and favors the development of knowledge-based business. Companies providing all types of business services are located in Kraków, i.e. BPO (Business Process Outsourcing), SSC (Shared Service Centers), IT, ITO (Information Technology Outsourcing), which also favors the emergence of R&D services.

Małopolska ranks (data for 2021):

### 1<sup>ST</sup> PLACE IN POLAND

- in terms of the value of the GERD/GDP and BERD/GDP indicators

### 2<sup>ND</sup> PLACE IN POLAND

- in terms of the amount of total expenditure on R&D activities
- in terms of the amount of expenditure on R&D activities in the enterprise sector, which indicates the good condition and investment activity of this sector
- in terms of the number of entities involved in R&D activities
- in terms of gross value of scientific and research equipment
- in terms of the number of entities with scientific and research equipment, which proves good facilities for carrying out research in the region
- in terms of the number of R&D employees

**2.51% – GERD/GDP**

TOTAL EXPENDITURE ON R&D ACTIVITIES IN RELATION TO GDP

**1.65% – BERD/GDP**

ENTERPRISE SECTOR EXPENDITURE ON R&D ACTIVITIES IN RELATION TO GDP

**EUR 1.2 BILLION / PLN 5.4 BILLION**

TOTAL EXPENDITURE ON R&D ACTIVITIES

**EUR 760 BILLION / PLN 3.5 BILLION**

EXPENDITURE OF THE ENTERPRISE SECTOR ON R&D ACTIVITIES

**826 ENTITIES**

NUMBER OF ENTITIES IN THE REGION INVOLVED IN R&D ACTIVITIES



**80%**

R&D STAFF ARE RESEARCHERS, 14% TECHNICIANS AND EQUIVALENT EMPLOYEES, 6% OTHER STAFF



**33,500**

NUMBER OF R&D EMPLOYEES IN MAŁOPOLSKA, WHICH REPRESENTS 13% OF R&D STAFF IN POLAND

# MODERN BUSINESS SERVICES IN KRAKÓW

Polish and foreign BPO, SSC/GBS, IT and R&D service centers employ a total of over 435,000 employees in Poland (Q1 2023). Among the 18 largest business service centers, Kraków remains the leader, taking leading positions in terms of:

- employment in business service centers,
- availability of modern office space,
- availability of a talent pool and highly qualified staff,
- overall assessment of the center as a place of business.

Employment structure in service centers in Kraków (with employment above 10,000) by center type (in according with their basic business profile)

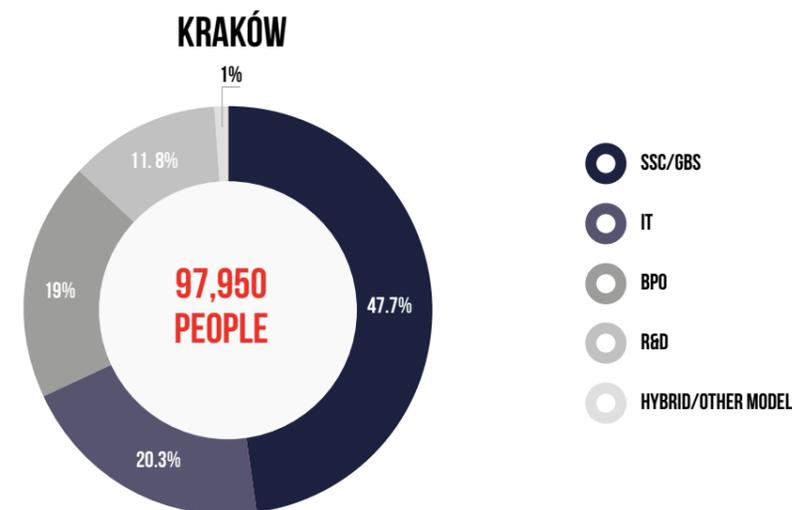


ABB / Accenture Operations / ALK-Abelló / Amway Business Centre Europe / Aon / Aptiv / Arrow Services / Brown Brothers Harriman / Capgemini Business Services / Capgemini Cloud Infrastructure Services / Capita / Euroclear Bank / Genpact / GlobalLogic / Hays Poland Centre of Excellence / HEINEKEN Global Shared Services / Hitachi Vantara / HSBC Service Delivery / IBM BTO / IBM Software Lab / innogy / intive / IT Kontrakt / Jacobs / Lufthansa Global Business Services / Luxoft / Majorel / Motorola Solutions Systems / PMI SCE / QVC Poland Global Services / RELATIVITY / Sabre / Shell / Sii / SpyroSoft / State Street Bank International / Teleperformance Polska / Tieto / TTEC Europe / Tyrens / UBS Business Solutions Poland / Wipro

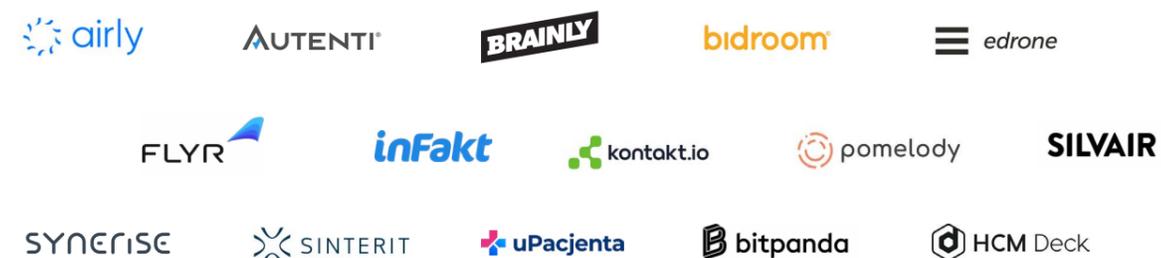
# KRAKÓW CITY OF START-UPS

Universities, students, branches of global corporations and research institutes – this is a perfect ecosystem for the development of start-ups and technologies that stand out not only in Poland.



Kraków's strong position compared to other large cities is primarily due to the fact that this is where effective mentors, investors and start-up ecosystem support organizations operate, e.g.: Kraków Technology Park, #StartUP Małopolska, Hub:raum, #omgkrk Supporting Foundation, Kraków City of Startups Foundation, French Tech Cracovie, Yolk Workspace & Community, Startup Grind.

## SELECTED START-UPS FROM THE REGION:



# INVESTMENT INCENTIVES FOR ENTREPRENEURS

Poland offers a wide range of investment incentives for entrepreneurs:

## POLISH INVESTMENT ZONE

income tax exemption

## TAX RELIEF FOR R&D

## IP BOX

for those investing in innovation

## GOVERNMENT GRANTS

for strategic investments

## EXEMPTION FROM REAL ESTATE TAX

## ASSISTANCE FROM EUROPEAN FUNDS

## POLISH INVESTMENT ZONE – INCOME TAX EXEMPTION

### 1. Who decides on providing support?

Decisions on support in Małopolska Voivodeship and Jędrzejów County - based on the entrepreneur's application – are issued by the Kraków Technology Park on behalf of the minister responsible for economy.

[www.kpt.krakow.pl](http://www.kpt.krakow.pl)

### 2. What kind of investment can you get tax relief for?

Tax relief can be obtained by companies implementing new investment projects such as:



establishment of a new plant



increasing production capacity



introduction of new products



change of production process



acquisition of assets belonging to a plant that has been closed

### 3. What is the amount of tax relief?

The amount of public aid (CIT or PIT income tax exemptions) in the area served by KTP is\*:

**40%** for large enterprises

**50%** for medium-sized enterprises

**60%** for small and micro-enterprises

\* in the counties of Jędrzejów, Chrzanów, Olkusz, Oświęcim and Wadowice, the amount of public aid is: 50% for large enterprises, 60% for medium-sized enterprises, 70% for small and micro enterprises

### 4. Where can you invest?

The investment can be located on any area, both private and public.

### 5. How long is the tax exemption valid for?

The time to use public aid is the same for all companies:

**12 YEARS** from the date of receipt of the decision on support in areas not covered by the SEZ status

**15 YEARS** in areas covered by the status

### 6. What investment projects can receive public aid?

- all companies from the traditional industry sector, except for companies producing, among others: alcohol, tobacco products, steel, electricity, gas,
- some companies from the service sector, including: IT services, research and development services in the field of natural and technical sciences, accounting and book auditing, accounting services (excluding tax returns), technical research and analysis services, call centers, architectural and engineering services in areas not covered by the SEZ status

Following companies (among others) cannot receive this public aid: companies conducting business activity in the field of: wholesale and retail trade, facilities and construction works, and running gaming centers.

## IPR GOVERNMENT GRANTS (EMPLOYMENT, INVESTMENTS)

Poland offers a wide range of investment incentives. Investors can benefit from government grants financed under the “Investment Support Program of significant importance for the Polish economy for 2011–2030” (employment grant and investment grant).

Funding may cover:

- production investment,
- production investment that results in a product or process innovation that is new on a national scale,
- investment in the modern business services sector, provision of R&D services, conducting scientific research or development work,
- investment in the modern business services sector, at least medium-advanced processes,
- investment in the modern business services sector, only advanced or highly advanced processes.

## TAX RELIEF FOR R&D

Research and development relief allows all entrepreneurs conducting research activities to achieve real financial benefits, regardless of the industry in which they operate.

The R&D relief is currently the most affordable form of support for enterprises conducting research and development activities and looking for funds for new investments. It allows CIT and PIT taxpayers to deduct 100% of eligible costs from the tax base.



## “POLISH DEAL” – RELIEFS FOR COMPANIES THAT IMPLEMENT INNOVATION AND EXPAND THE MARKETS

An entrepreneur who commercializes the results of research and development work and generates qualified income from them (within the meaning of the IP Box regulations) and incurs costs eligible for the R&D relief may apply both reliefs (relief for companies that implement innovations and expand sales markets, and R&D tax relief) at the same time.

From 2022, the amount of the eligible costs deduction increased to 200% for all taxpayers, in the case of eligible costs related to the remuneration of employees employed in research and development activities.

## IP BOX – PREFERENTIAL PIT/CIT RATE

IP Box is a tax incentive for those investing in innovation and a natural complement to the research and development relief. It involves taxing at a preferential rate of 5% CIT/PIT that the taxpayer obtains from the commercialization of qualified intellectual property rights.

## EXEMPTION FROM REAL ESTATE TAX

As part of public aid, the commune council may, by means of a resolution, exempt entrepreneurs from real estate tax. The following are subject to taxation: land, buildings or parts thereof, structures or their parts related to running a business.

2% of the value of the building- this is the maximum annual tax rate for entrepreneurs (the value of the building is determined on the basis of Article 4(1)(3) and sections 3–7 of the Act).

## ASSISTANCE FROM EUROPEAN FUNDS

### NATIONAL LEVEL (ALL-POLAND)

#### European Funds for Infrastructure, Climate, Environment (FEnIKS)

It is the successor to two previous programs: Infrastructure and Environment implemented in the 2007–2013 and 2014–2020 perspectives (POIiŚ). Its main goal is to improve the country’s development conditions by building technical and social infrastructure in accordance with the assumptions of sustainable development.

##### For whom?

- public administration
- local government officials
- entrepreneurs who care about infrastructure related to environmental protection
- scientific units, research and development units
- universities, schools and other educational institutions
- non-governmental organizations

**Planned budget:**  
EUR 24 billion

#### European Funds for a Modern Economy (FENG)

It is a continuation of two previous programs: Innovative Economy 2007–2013 (POIG) and Smart Development 2014–2020 (POIR). The program’s goals are the following:

- strengthening the innovativeness of enterprises,
- increasing the competitiveness of SMEs,
- digital and green transformation of enterprises.

##### For whom?

- entrepreneurs, institutions from the science sector, consortiums of enterprises and business environment institutions, in particular innovation centers

**Planned budget:**  
approx.  
EUR 7.9 billion

#### European Funds for Social Development 2021–2027 (FERS)

It is the successor to the Knowledge Education Development Program (POWER). The program’s assumptions focus on:

- improving the situation of people on the labor market,
- increasing accessibility for people with special needs,
- providing child care,
- improving the quality of education and competence development,
- developing social integration, social services and social economy.
- developing health care.

##### For whom?

- local governments, non-governmental organizations
- social partners, universities, schools, entrepreneurs
- health care facilities, parents of children under 3 years of age
- people with disabilities and their families

**Planned budget:**  
EUR 21.7 billion

## European Funds for Digital Development (FERC)

It is the successor to the Digital Poland Program 2014–2020. The program mainly focuses on:

- increasing access to ultrafast broadband Internet,
- providing advanced e-services allowing citizens and entrepreneurs to fully handle matters electronically,
- ensuring cybersecurity within a new dedicated area of intervention,
- developing a data-based economy using the latest digital technologies,
- developing inter-sectoral cooperation to create digital solutions to socio-economic problems,
- supporting the development of advanced digital competences, including in the area of cybersecurity, for local government units (LGUs) and entrepreneurs.

### For whom?

- entrepreneurs
- public administration
- non-governmental organizations
- entities of the higher education and science system
- medical entities
- cultural institutions

### Planned budget:

approx.  
EUR 2 billion

## Technical Assistance for European Funds

The assumptions of the program include assistance for beneficiaries using European Funds:

- training for beneficiaries,
- development of the national IT system that enables the application and settlement of EU projects,
- information and promotional activities increasing knowledge about the Funds in Poland.

### For whom?

- beneficiaries of European Funds

### Planned budget:

approx.  
EUR 0.5 billion

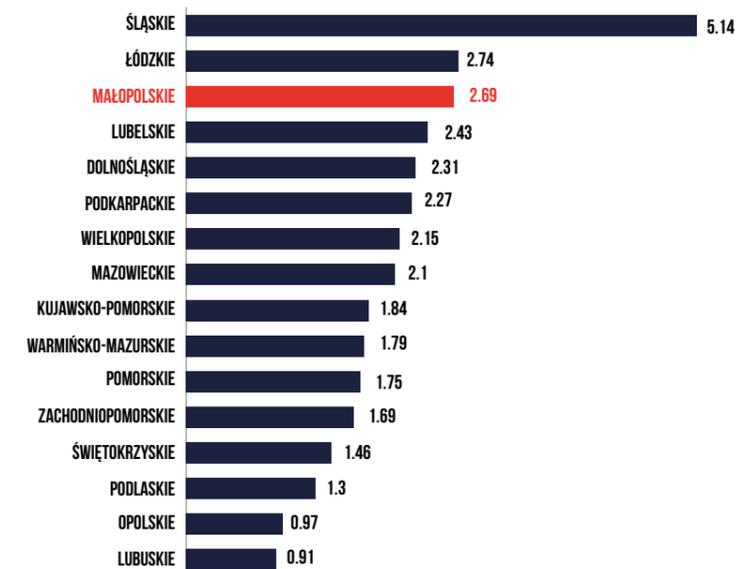
## REGIONAL LEVEL

40% of funds from cohesion policy will go to regional programs managed by voivodeship marshals. Nearly EUR 2.7 billion – this is the amount of support that the Małopolska region will receive in 2021–2027.

Over EUR 646 million of this amount will be allocated for climate goals, and another EUR 79 million for activities related to the digitization of administration and the development of digital skills.

As part of the Just Transition Fund, EUR 264 million will go to the following counties: Wadowice, Oświęcim, Chrzanów and Olkusz, intended to mitigate the effects of the energy transformation.

Total support granted under regional programs, by region in EUR billion



# INVESTMENT LOCATION

## INVESTMENT PROPERTY MARKET IN POLAND

**EUR 5.8 billion** – this is the value of investment transactions on the commercial real estate market in Poland in 2022. The new leader is the office sector (36%), ahead of the warehouse (34%) and retail (26%).

SHARE OF  
REAL ESTATE  
SECTORS



EUR 2.1 BILLION/  
PLN 9.6 BILLION

36%

OFFICES



EUR 2 BILLION/  
PLN 9.2 BILLION

34%

WAREHOUSES



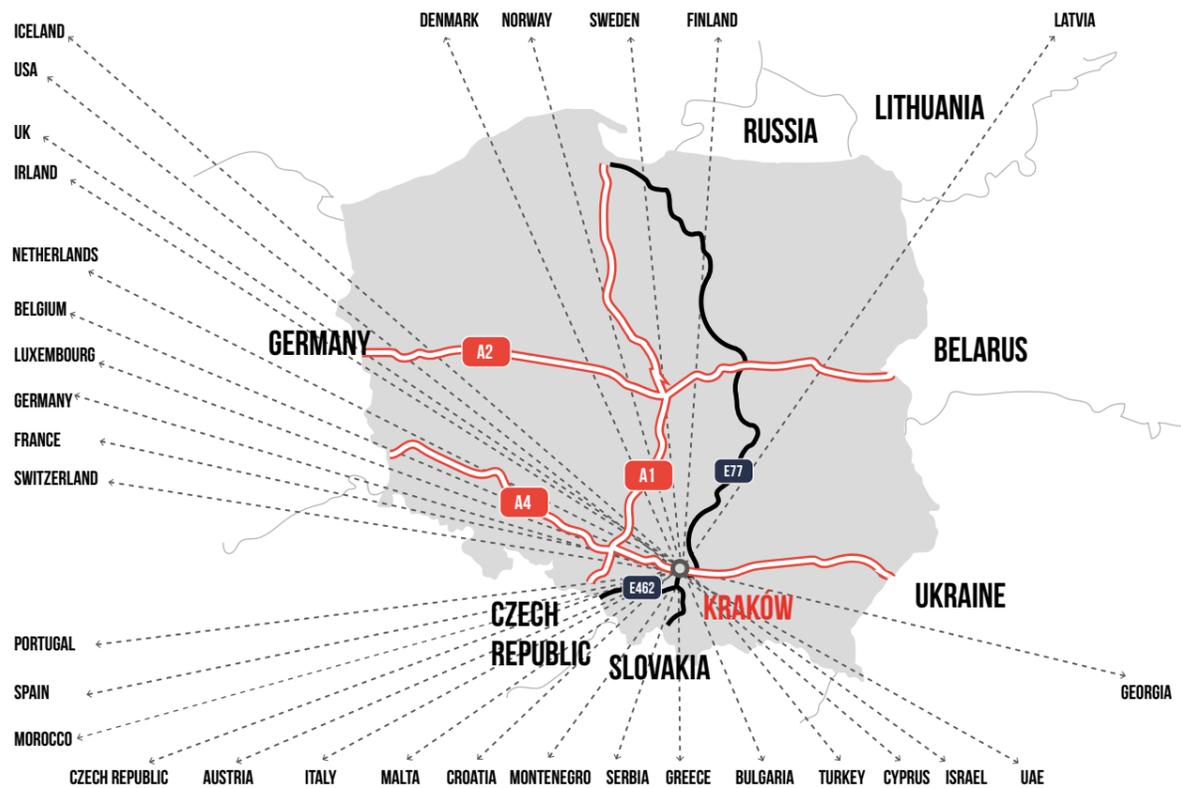
EUR 1.6 BILLION/  
PLN 7.3 BILLION

26%

TRADE

## COMMUNICATION ACCESSIBILITY OF MAŁOPOLSKA

Road infrastructure, railway infrastructure and air connections



- east – west (A4 motorway + national road No. 4 – quick connection with Katowice, Rzeszów and the border with Ukraine) – part of the international road E40
- north – south (national road No. 7 – connects the Kraków agglomeration with the Tricity, Warsaw, Kielce) – part of the international road E77
- national roads in the region: 967.6 km
- provincial roads in the region: 1,418.4 km
- 156 km of expressways planned for completion in the region

Nearly **1,100 km of railway lines** run through Małopolska.

We provide direct railway connections with all major cities in Poland, as well as with Vienna, Prague, Berlin, Dresden, Frankfurt am Main, Bucharest, Bratislava, Kiev, Lviv, and Budapest.



The largest regional airport, Kraków Airport: 144 scheduled connections, 107 cities, 33 countries (summer season 2023). In 2023, the forecast number of passengers will exceed 9 million. The previous record was set in 2019, when the airport served 8.4 million passengers. The airport with a cargo terminal and the cargo railway station are 15 km and 10 km from the center of Kraków, respectively.

## OFFICE BUILDINGS MARKET IN KRAKÓW

Kraków has been a leader in regional office space markets for years.



**1.75 MILLION M<sup>2</sup>**  
OFFICE SPACE IN  
KRAKÓW AT THE END OF  
Q1 2023

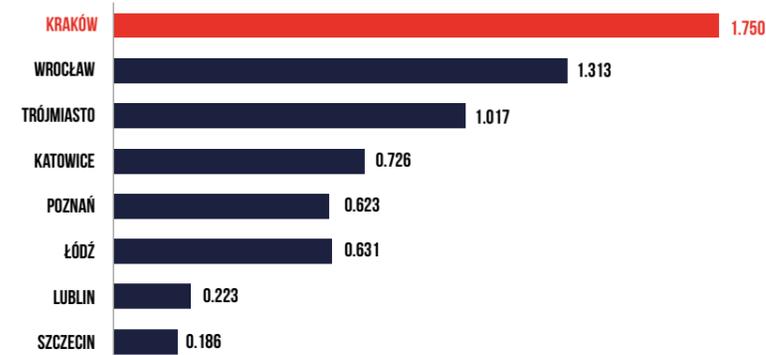
**60,700 M<sup>2</sup>**  
area of new offices in Kraków,  
commissioned in 2022

**67,500 M<sup>2</sup>**  
office space under  
construction in 2023

The largest office projects in the capital of Małopolska in 2022 and Q1 2023:

- Brain Park A and B (31,000 m<sup>2</sup>)
- Ocean Office Park B (28,600 m<sup>2</sup>)
- Fabryczna Office Park B5 (14,000 m<sup>2</sup>)
- The Park Cracow I (11,800 m<sup>2</sup>)

Resources of modern office space at the end of Q1 2023 in eight regional markets in million m<sup>2</sup>



The total resources of modern office space in eight regional markets (Q1 2023) amount to **almost 6.5 million m<sup>2</sup>**.

**364,800 m<sup>2</sup>** – area put into use in 2022, most of which was completed:

- in Katowice (127,000 m<sup>2</sup>),
- in Wrocław (65,700 m<sup>2</sup>),
- in Kraków (60,700 m<sup>2</sup>).

## WAREHOUSE MARKET IN MAŁOPOLSKA

Małopolska is a region with great warehouse potential, also due to the resources of existing and under construction warehouse space. There are over 20 warehouse parks located in Kraków and the surrounding area, e.g.:

- Panattoni City Logistics Kraków
- Panattoni Park Kraków North
- Goodman Kraków Airport Logistic Center
- MARR Business Park
- 7R Park Kraków I, II, III, IV

Małopolska's favorable location, e.g. access to roads enabling easy communication with any points in Poland and Europe, may be a reason to invest and locate warehouse space in this region.

WAREHOUSE SPACE IN  
MAŁOPOLSKA (AS OF  
DECEMBER 2022):

**886,500 M<sup>2</sup>**  
TOTAL WAREHOUSE SPACE

**139,500 M<sup>2</sup>**  
WAREHOUSE SPACE UNDER  
CONSTRUCTION

**1.2%**  
VACANCY RATE

Standard rental conditions



**4.0–5.5**  
Base rent  
€/m<sup>2</sup>/month



**10–16.5**  
Office rent  
€/m<sup>2</sup>/month



**3.47–6.30**  
Service charges  
€/m<sup>2</sup>/month

## GREENFIELD INVESTMENT AREAS IN THE REGION

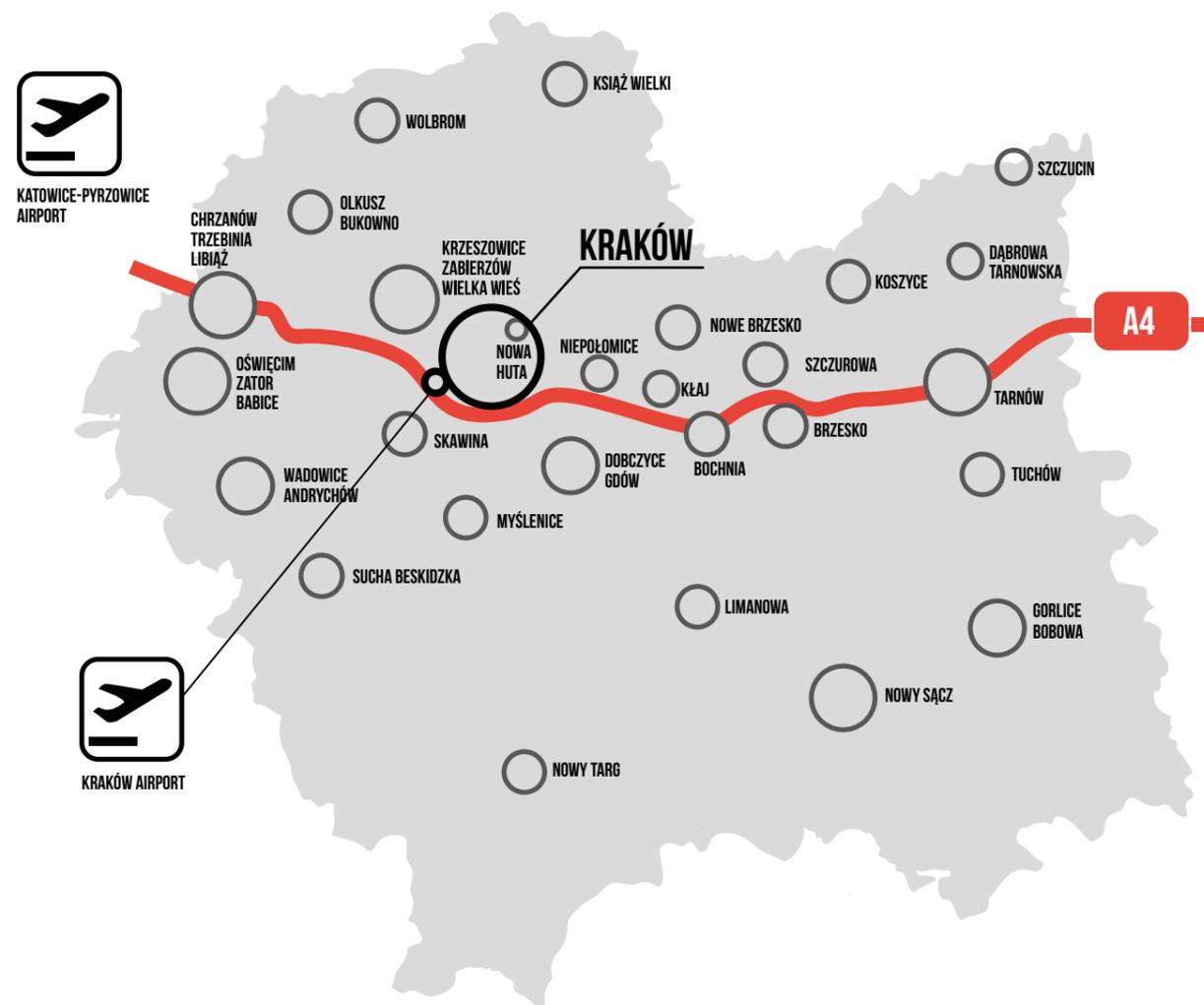
Małopolska has a rich offer of investment areas. To find them, contact the Business Center in Małopolska or visit the website of the Polish Investment and Trade Agency: [www.baza.paih.gov.pl](http://www.baza.paih.gov.pl)

## ECONOMIC ACTIVITY ZONES (SAG)

Economic Activity Zones (SAG) – separated and comprehensively prepared areas for investment that meet the needs of potential investors. Most often, they are created by local governments.

They have a spatial development plan that provides production and/or service activities, a network of internal roads and infrastructure.

Economic Activity Zones in Małopolska



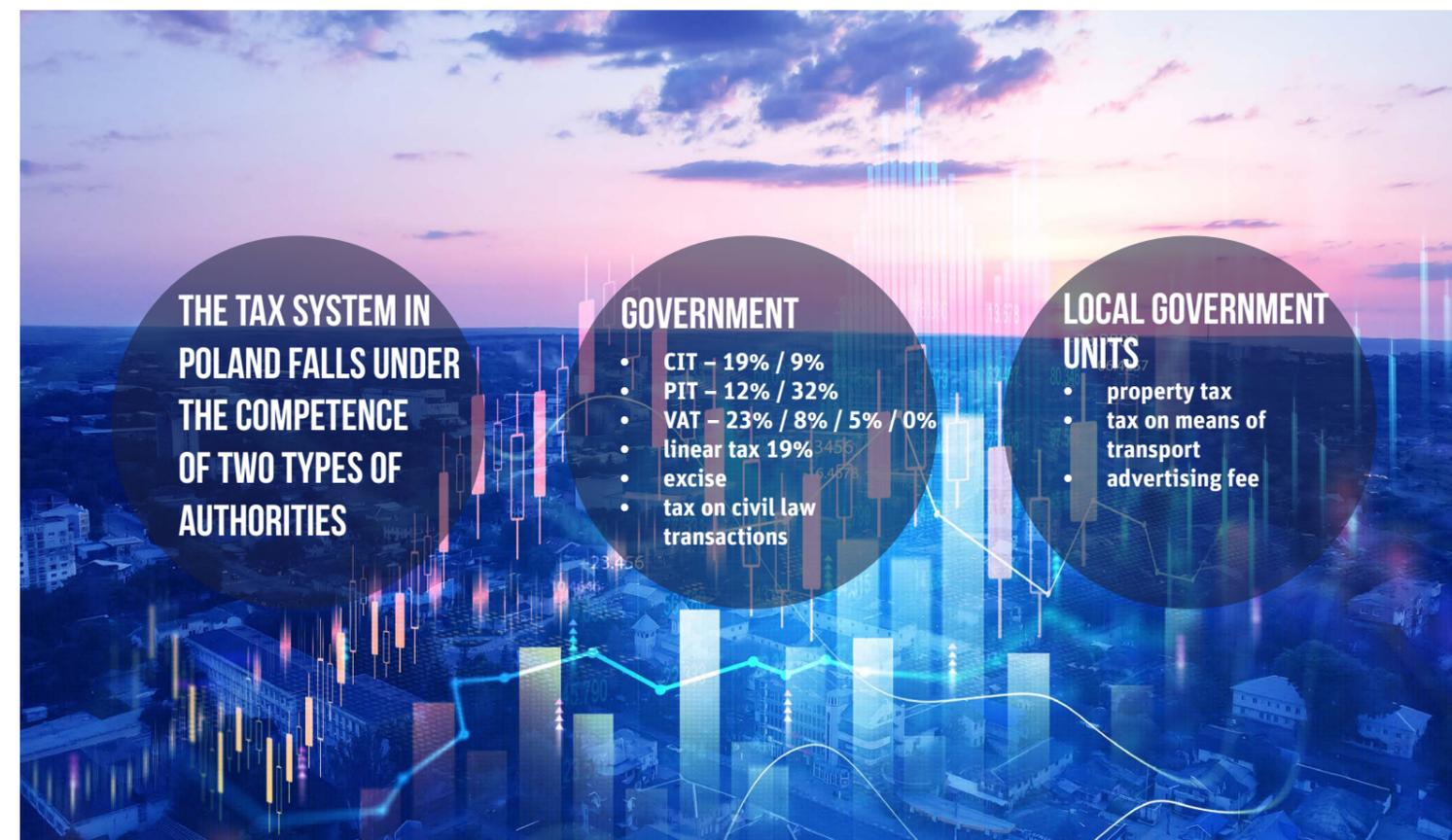
# CONDUCTING BUSINESS IN POLAND

## FORMS AND REGISTRATION OF BUSINESS ACTIVITIES IN POLAND

Entrepreneurs can choose from many forms of running a business in Poland.



## TAX SYSTEM IN POLAND



# EMPLOYEES

## FORMS OF EMPLOYING WORKERS IN POLAND

The Polish labor market offers flexible forms of employment. They are: employment contract, mandate contract, specific-task contract, B2B contract.

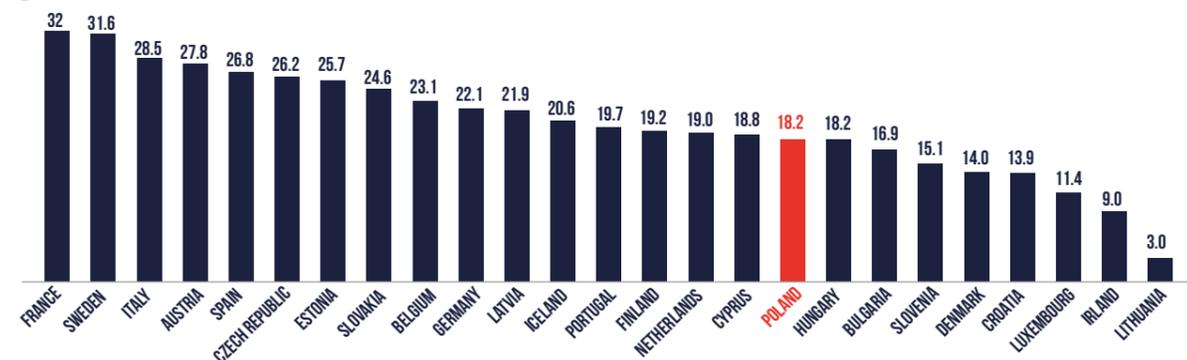
**EUR 782.6/ PLN 3 600.00 GROSS**

MINIMUM WAGE IN POLAND IN THE SECOND HALF OF 2023

**EUR 942.8/ PLN 4 337.28**

THE TOTAL COST OF EMPLOYING AN EMPLOYEE UNDER AN EMPLOYMENT CONTRACT AT MINIMUM WAGE

Percentage share of non-salary costs (insurance) in the total cost of employing an employee (for selected European countries in 2020)



## EMPLOYMENT OF STAFF FROM OUTSIDE THE EU

To legalize the employment of a foreigner in Poland, the employer must:

- obtain a document admitting a foreigner to the Polish labor market (work permit or seasonal work permit issued by the voivode, and in the case of citizens of Ukraine, Belarus, Georgia, Moldova and Armenia – a declaration on entrusting work to a foreigner), and then provide a paper copy of the original document to the foreigner,
- make sure that the foreigner has a valid residence document (visa or residence permit), make a copy of this document and keep it for inspection purposes until the foreigner finishes work,
- conclude a contract with a foreigner in writing in a language understandable to the foreigner,
- employ a foreigner on the terms and conditions contained in the permit or declaration,
- register the foreigner for social and health insurance if this results from the form of employment,
- fulfill information obligations (concerning, among others, the scope of duties, employment conditions, working time).

Before submitting an application for a work or seasonal work permit for a foreigner, the employer performs the so-called Labor Market Test, i.e. it determines (at the County Labor Office) whether there are no registered unemployed people on the local labor market who could be employed in the offered position. Unemployed Poles have priority over foreigners. This procedure is not required if the work to be performed by the foreigner is on the list of shortage professions.

## EMPLOYMENT OF REFUGEES FROM UKRAINE

Citizens of Ukraine who entered Poland directly from Ukraine after February 24, 2022 due to the threat of war, as well as citizens of Ukraine who have so far legally resided and worked in Poland, may legally work for any employer without any additional permits, on the basis of notification of entrusting work to a citizen of Ukraine.

The employer is obliged to report this fact to the district labor office within 14 days of the Ukrainian citizen taking up work.

In 2022, approximately 786,000 notifications on entrusting work to a Ukrainian citizen were issued in Małopolska.

# JĘDRZEJÓW COUNTY

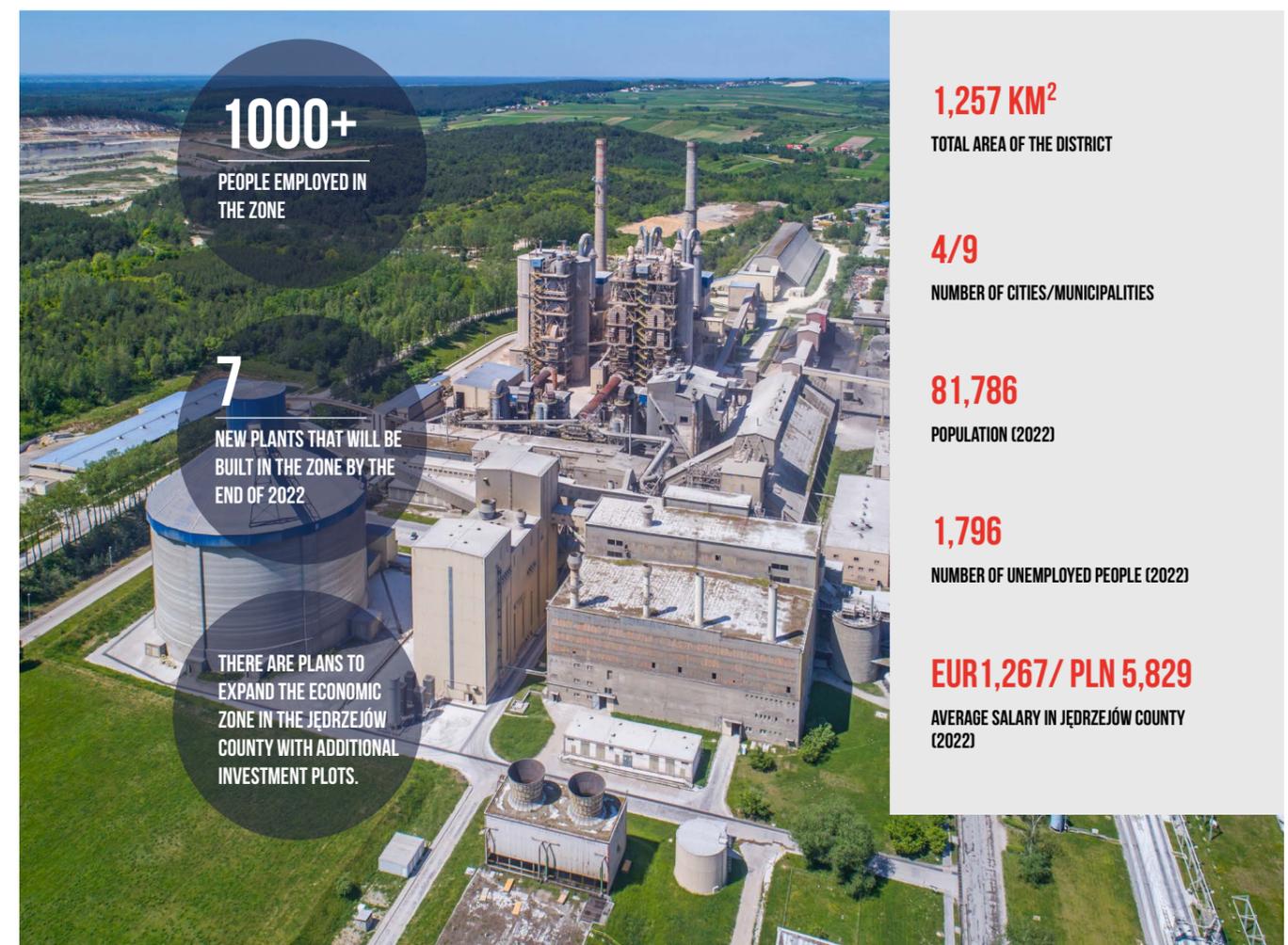
Kraków Technology Park, as the manager of the Polish Investment Zone (PSI), issues decisions on support for investors also in the Jędrzejów county (Świętokrzyskie Voivodeship).

## WHY IS IT WORTH INVESTING IN JĘDRZEJÓW COUNTY

- high level of public aid:
  - > 50% for large enterprises
  - > 60% for medium-sized enterprises
  - > 70% for small and micro-enterprises
- growing level of investment and favorable conditions for economic development
- systematic increase in the number of economic entities
- a large resource of investment areas in the county's communes
- pro-investment activities of local governments and comuna governments
- efficient functioning of institutions supporting the labor market, as well as rich human capital resources
- good infrastructure and road connections (national road no. 7 and 78)

In the years 2014–2020, there was a significant increase in the number of entities with foreign capital (from 23 in 2014 to 88 in 2020).

## ECONOMIC ACTIVITY ZONE IN JĘDRZEJÓW



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## YOUR PARTNERS IN BUSINESS



### MARSHAL'S OFFICE OF THE MAŁOPOLSKIE VOIVODESHIP

The Marshal's Office of the Małopolska Voivodeship carries out numerous tasks for the development of Małopolska, aimed at economic activation, support, and development of entrepreneurship and innovation in the region. In cooperation with the economic self-government and business environment institutions, it serves as a regional coordinator, not only undertaking its own initiatives, but also integrating the activities of various environments. Entrepreneurs and people interested in business development and implementing innovations can take advantage of a number of activities offered by the Office.

[www.malopolska.pl](http://www.malopolska.pl)

### BUSINESS CENTER IN MAŁOPOLSKA

The Business Center in Małopolska is a regional partner of the Polish Investment and Trade Agency. Here, the entrepreneur can obtain comprehensive information on the principles of running a business, regional and national sources of investment financing, and assistance in finding a suitable location for new investments in Małopolska.

The "one-stop-shop" system implemented by the founders of CeBiM (Kraków Technology Park, Małopolska Regional Development Agency and Małopolska Voivodeship) guarantees that every entrepreneur in Małopolska can count on professional and reliable service. Experts working at the Business Center in Małopolska will successfully guide companies through the investment process, advise on export issues and contact appropriate institutions responsible for specific processes.

[www.businessinmalopolska.pl](http://www.businessinmalopolska.pl)

### KRAKÓW TECHNOLOGICAL PARK

Technological development of Małopolska, development of entrepreneurship, promotion of innovation and new technologies, creation of a positive climate around business, and finally support for academic projects – these are just some of the main activities of the Krakow Technology Park, which significantly contribute to strengthening the socio-economic potential of the entire region. Krakow Technology Park is a complete one-stop-shop for business in Poland. It manages the Polish Investment Zone – grants tax exemptions and inspires entrepreneurs to make new investments. KPT's office buildings provide space and technical facilities for the development of small and medium-sized companies. As part of incubation and acceleration programs, KPT stabilizes and strengthens the market position of the most promising start-ups and inspires them to develop globally. Industry 4.0 and the gaming industry occupy a special place at KPT. It is the leader of the hub4industry consortium, whose aim is to provide comprehensive support to companies wanting to introduce industry 4.0 solutions. It organizes the Digital Dragons conference – a key event for the gaming industry in Europe. KPT has unique know-how and extensive experience in project implementation, the result of over 25 years of practice in the market environment.

[www.kpt.krakow.pl](http://www.kpt.krakow.pl)

### MAŁOPOLSKA REGIONAL DEVELOPMENT AGENCY

The Małopolska Regional Development Agency has been working to develop and increase the competitiveness of Małopolska companies for 30 years. It is an experienced and reliable business partner. It provides financial, investment, advisory and training assistance. It creates favorable conditions for doing business and promotes the Region's economic brand on the international arena. It also has modern and attractive space for rent to companies. It strengthens the competences of entrepreneurs and business staff by offering specialized training. It organizes events, conferences and introduces new dedicated products and services in response to current market demand. It provides consulting services at every stage of business development. It assists in setting up a company. It advises on how to optimally use resources and acquire new customers. It also supports the idea of sustainable development and CSR activities, including in the development and implementation of strategies.

[www.marr.pl](http://www.marr.pl)

Elaboration:

**IKROPKA**



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MAŁOPOLSKA

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