



Doing Business in Poland 2022

Accounting / Audit / Tax / Advisory

Smart decisions. Lasting value.

Welcome

to Doing Business in Poland

Doing Business in Poland has been prepared by the Crowe Global member firm in Poland in order to provide general information for persons planning to do business with or in the country concerned and/or individuals intending to live and work in Poland temporarily or permanently.

This Guide includes relevant information about business operations and taxation matters. It is intended to assist organizations that are considering establishing a business in Poland either as a separate entity or as a subsidiary of an existing foreign company. It will also be helpful to anyone planning to come to Poland to work and live here either on secondment or as a permanent life choice.

Unless noted otherwise, the information contained in this Guide is believed to be accurate as of 1 January 2022. However, general publications of this nature cannot be used and are not intended to be used as a substitute for professional guidance specific to the reader's particular circumstances.

All lasting business is built on friendship.

Alfred A. Montapert



About Crowe Global

Crowe Global is ranked among the top 10 global accounting networks with more than 180 independent accounting and advisory services firms in about 140 countries around the world. Crowe Global's member firms are committed to impeccable quality service, highly integrated service delivery processes and a common set of core values that guide decisions daily.

Each firm is well-established as a leader in its national business community and is staffed by nationals, thereby providing the knowledge of local laws and customs which is important to clients undertaking new ventures or expanding into other countries. Crowe Global member firms are known for their personal service to privately and publicly held businesses in all sectors and have built an international reputation in the areas of audit, tax and advisory services.

General information

Local currency,
Exchange rate to EUR EUR 1 = PLN 4.58
as of 03/01/2022

Types of organization

LLC

| | |
|---|---|
| Name in local language | Spółka z ograniczoną odpowiedzialnością |
| Registrable in commercial register / legal entity | Registrable in the Register of Entrepreneurs of the National Court Register |
| Minimum capital | 5,000.00 PLN |
| Minimal number of shareholders/ Maximum number of shareholders | Minimal number – 1/ no limit on the maximum number of shareholders. A limited liability company may not be formed solely by another single - shareholder limited liability company. |
| Capital tax / Registration fees | Tax on civil law transactions - 0,5%; Registration fees - 600 PLN |
| Written form/ notarization | Notarization - Articles of Association |
| Registration with tax authorities | Yes |
| Statutory audit | Obligatory when in the prior financial year for which the financial statements were prepared, met at least two of the following conditions: the annual average number of employees in full-time equivalents amounted to at least 50. <ul style="list-style-type: none">• The total assets as at the end of the financial year were at least the Polish zloty equivalent of EUR 2,500,000;• The net revenue from the sales of merchandise and finished goods and the financial transactions for the financial year was at least the Polish zloty equivalent of EUR 5,000,000. |

LLC set up by portal S24

Name in local language Spółka z ograniczoną odpowiedzialnością

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|---|--|
| Registrable in commercial register / legal entity | Registrable in the Register of Entrepreneurs of the National Court Register |
| Minimum capital | 5,000.00 PLN - |
| Minimal number of shareholders/ Maximum number of shareholders | Minimal number – 1/ no limit on the maximum number of shareholders. A limited liability company may not be set up solely by another single - shareholder limited liability company. |
| Capital tax / Registration fees | Tax on civil law transactions - 0,5%; Registration fees - 250 PLN and 100 PLN for publishing the first entry in the Court and Economic Monitor. |
| Written form/ notarization | <p>Electronic template - company can be set up in the S24 system (online company registration can be done in 24 hours). The template of company's agreement can not be modified, possibility to select from among available options. All shareholders sign the agreement by a qualified electronic signature, electronic signature of Trusted Profile or electronic personal signature.</p> <p>All shareholders participating in its registration must have an active account in the S24 system. If shareholder is a legal person an account in the S24 system should have a person authorized to represent that legal person.</p> |
| Registration with tax authorities | Yes |
| Statutory audit | <p>Obligatory when in the prior financial year for which the financial statements were prepared, met at least two of the following conditions: the annual average number of employees in full-time equivalents amounted to at least 50.</p> <ul style="list-style-type: none"> • The total assets as at the end of the financial year were at least the Polish zloty equivalent of EUR 2,500,000; • The net revenue from the sales of merchandise and finished goods and the financial transactions for the financial year was at least the Polish zloty equivalent of EUR 5,000,000. |
| Financial year | There is no possibility to modify the financial year in the Articles of Association which establishes the company - it will always be equal to the calendar year. |

Joint - stock company

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|--|--|
| Name in local language | Spółka akcyjna |
| Registrable in commercial register / legal entity | Registrable in the Register of Entrepreneurs of the National Court Register |
| Minimum capital | 100,000.00 PLN |
| Minimal number of shareholders/ Maximum number of shareholders | Minimal number - 1/ no limit on the maximum number of shareholders |
| Capital tax / Registration fees | Tax on civil law transactions – 0.5%; Registration fees - 600 PLN |
| Written form/ notarization | Notarial deed covering the establishment of a joint-stock company and a declaration of taking up shares. |
| Registration with tax authorities | Yes |
| Statutory audit | Obligatory |
| New regulation | Obligatory website. The website address of a joint-stock company and a limited joint-stock partnership should be disclosed in the National Court Register. Electronic register of shareholders and dematerialization of shares. |

Simple joint-stock company

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| Name in local language | Prosta spółka akcyjna (PSA) since 1July 2021 |
| Registrable in commercial register / legal entity | Registrable in the Register of Entrepreneurs of the National Court Register |
| Minimum capital | PSA shares will not have a nominal value, but will translate into the membership rights of shareholders in the company. This means that the more shares you have, the more important your vote in the company will be. The total value of shares in a simple joint-stock company does not therefore have to be equal to the amount of the share capital. This is a different construction than, for example, in a joint-stock company, in which the value of shares must cover the entire share capital. |

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| Minimal number of shareholders/ Maximum number of shareholders | Minimal number - 1/ no limit on the maximum number of shareholders. Possibility also by legal persons, for example other companies. The only limitation is the inability to establish PSA by one single-member limited liability company. |
| Capital tax / Registration fees | <p>Tax on civil law transactions – 0.5%; Registration fees:</p> <ul style="list-style-type: none"> • 250 PLN – thought S24 system and 100 PLN for publishing the first entry in the Court and Economic Monitor, • 500 PLN – thought by notary public and registration on the Court Registers Portal and 100 PLN for publishing the first entry in the Court and Economic Monitor. |
| Written form/ notarization | <p>Two ways:</p> <ol style="list-style-type: none"> 1. Electronic template - company can be set up in the S24 system (online company registration can be done in 24 hours). The template of company agreement can not be modified, possibility to select from among available options. All founders sign the agreement by a qualified electronic signature, electronic signature of Trusted Profile or electronic personal signature. 2. Notarial deed – obligatory if founders make in-kind contributions to the company. |
| Registration with tax authorities | Yes |
| Statutory audit | Obligatory |

Branch

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| Name in local language | Oddział przedsiębiorcy zagranicznego |
| Registrable in commercial register / legal entity | Registrable in the Register of Entrepreneurs of the National Court Register |
| Minimum capital | None |
| Minimal number of shareholders/ Maximum number of shareholders | None |
| Capital tax / Registration fees | Registration fees - 600 PLN |

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| Written form/ notarization | Depends on the regulations of the mother company |
| Registration with tax authorities | Yes |
| Statutory audit | <ol style="list-style-type: none"> 1. Obligatory always for the branches of foreign banks, insurance establishments, reinsurance establishments and investment firms 2. In the case of the branches of other entities, obligatory when in the prior financial year for which the financial statements were prepared, met at least two of the following conditions: the annual average number of employees in full-time equivalents amounted to at least 50; <ul style="list-style-type: none"> • The total assets as at the end of the financial year were at least the Polish zloty equivalent of EUR 2,500,000; • The net revenue from the sales of merchandise and finished goods and the financial transactions for the financial year was at least the Polish zloty equivalent of EUR 5,000,000. |

Value added tax (VAT)

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| Tax rates | The standard VAT rate is 23%. Reduced rates: 8%, 5%, 0% and exemption. |
| Supply of goods | The standard VAT rate is 23%. Reduced rates apply among others to certain foodstuffs, books, newspapers and magazines, some real estate for housing purposes. |
| Supply of services | The standard VAT rate is 23%. Reduced rates or exemptions apply among others to medical services, passenger transportation services, international transportation services, financial and insurance services. |
| Special provisions (exemptions to the general rule) | n/a |
| Reverse charge on local supplies | From November 1, 2019, the reverse charge mechanism on local supplies was abolished in favor of the mandatory split payment. A list of transactions subject to obligatory split payment is set in Annex 15 to the VAT Law. |
| Import of services | As a general rule import of services is covered by a reverse charge mechanism. |
| Deadline and conditions for VAT refund | The standard deadline for VAT refund is 60 days from filing the request. Upon meeting additional formal conditions a shortened 25-day deadline may apply. If no taxable sales were recorded the refund deadline is extended to 180 |

days.

The above deadlines may be extended by the tax authorities.

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| Major VAT exemptions | Supply of real estate, medical, educational and financial services. |
| Real Estate | <p>According to the VAT Law, exemption from VAT applies to:</p> <p>a) the supply of buildings, constructions or their parts, except where:</p> <ul style="list-style-type: none">• The supply is executed within its first occupation or before the first occupation took place;• The period between the first occupation and the supply of a building, construction or their parts was shorter than 2 years; <p>b) the supply of buildings, constructions or their parts which are not subject to exemption referred to in point a), provided that:</p> <ul style="list-style-type: none">• The supplier did not have the right to reduce the amount of output tax by the amount of input VAT related to these items;• The expenses incurred by the supplier for their modernization did not exceed 30% of the initial value of the given real estate. |
| Foreign taxable persons (VAT registration) | In specific cases foreign companies performing supplies/services in Poland are required to register for VAT in Poland. |

Corporate tax

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| Accounting rules | Accounting books are the basis to determine taxable income, however there are specific cases where accounting rules are different from tax rules (depreciation, foreign exchange differences, interest). |
| Tax rate | <p>The general CIT rate is 19%.</p> <p>A reduced 9% CIT rate may be applied by:</p> <ul style="list-style-type: none">• Newly established companies in the first tax year (except for entities created as a result of restructurings and entities whose capital was covered by in-kind contribution),• Taxpayers whose gross income in the previous tax year did not exceed EUR 2 mln. <p>However, this 9% rate may not be applied to capital gains. Income derived from certain intellectual property rights may be subject to a 5% rate.</p> |
| Minimum tax | <p>This tax will be levied on CIT taxpayers and tax capital groups:</p> <ul style="list-style-type: none">• incurring a tax loss, or• whose tax income/revenue ratio is below 1%. |

The tax rate is 10%. The tax base is calculated as:

- 4% of the company's revenue (other than capital gains), **plus**
- the sum of passive "excessive" expenses (in general, intra-group financing, intangible services and royalty costs and certain deferred tax assets).

This tax will not apply to financial institutions as defined in the CIT regulations, companies benefiting from Special Economic Zones / Polish Investment Zone, new businesses for the first 3 years of operations, companies suffering 30% revenue drop in the preceding year, companies with a simple ownership structure, and companies paying the so-called Estonian CIT.

The minimum tax can be deducted from standard CIT.

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| Tax base | As a rule the tax base is calculated as the difference between taxable income and tax deductible costs. Taxable profit is calculated on a cumulative monthly basis. |
| Tax assessment period | Tax is assessed on annual basis, but throughout the fiscal year CIT advances have to be paid. Generally the calendar year is the tax year unless a taxpayer decides otherwise and notifies a competent head of the revenue office to this extent. In such case the period of twelve consecutive calendar months shall be a tax year. |
| Loss set-offs/ carry forwards | <p>Tax losses can be carried forward for up to 5 fiscal years and may be:</p> <ul style="list-style-type: none">• Set-off against revenues derived from the same source of income; however, only up to 50% of the loss from a given year may be utilized in any of the following tax years OR• Up to PLN 5 mln may be set-off against revenues derived from the same source of income in one of the 5 following years; in this case in other years of this 5-year period, only up to 50% of the remaining amount of the tax loss may be utilized (this option applies only to tax losses recorded from FY2020). |
| Tax/ accounting depreciation | Tax depreciation rules differ from accounting depreciation rules. Tax depreciation rates vary by type of asset. Possible one-off depreciation for chosen fixed assets. |

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| | <p>The deductibility limit for the excess of financing costs over financing revenue is set at 30% of tax EBITDA or 3 million PLN.</p> $\text{Tax EBITDA} = [(P - Po) - (K - Am - Kfd)]$ <p>where: P - total revenue derived from all revenue sources subject to CIT Po - interest income K - total of tax deductible costs Am - tax depreciation write-offs Kfd - deducted debt financing costs which were not included in the initial value of asset subject to depreciation</p> |
| Reserves for bad debts, leaves, etc. | According to the CIT Act, reserves and provisions may not be treated as tax deductible costs. |
| Other Major tax adjustments a) increasing and b) decreasing taxable profit | Under certain conditions transfer pricing adjustments are allowed. |
| Transfer pricing, Transfer pricing documentation, Related parties | <p>The thresholds to prepare a local file and a benchmarking analysis are as follows:</p> <ol style="list-style-type: none"> 1) 10,000,000 PLN – in the case of a commodity transaction and financial transaction; 2) 2,000,000 PLN – in the case of a service transaction and other transaction; 3) 100,000 PLN – in the case of transactions with entities located in tax havens. 4) 500,000 PLN – in the case of transactions where the beneficial owner of the fee is located in a tax haven. <p>The local file should be prepared within 9 months from the end of the fiscal year.</p> <p>Master file is required if the following conditions are met jointly:</p> <ol style="list-style-type: none"> 1) related entities are consolidated using the full or proportionate method; 2) local transfer pricing documentation is required; 3) entities belong to a group of related entities for which the consolidated financial statements are prepared and its consolidated revenues in the previous financial year exceeded the amount of PLN 200,000,000 or equivalent. |
| Withholding tax | Some payments made to non-residents are subject to WHT. The rate is 19% in case of dividends and 20% in case of interest, license and management fees, fees for know-how, advisory, legal or accounting services. Under certain conditions exemptions may apply based on the Parent Subsidiary Directive or Interest and Royalties Directive that were implemented in Poland. Also reduced rates or exemptions provided in a Double Tax Treaty may apply. |

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| | <p>Starting from 2022 Polish remitters are obliged to collect WHT under a new “pay and refund” procedure irrespective of the wording of the relevant double tax treaty or EU Directives.</p> <p>This new procedure applies to payments made to related entities for interest, royalties and dividends over 2 000 000 PLN per year in total (to the same entity).</p> |
| Interest | Standard rate: 20% |
| Royalties | Standard rate: 20% |
| Services | Standard rates: 20% / 10% |
| Group taxation | <p>A Tax Capital Group (TCG) TCG is taxed on joint revenues and costs incurred by the entities forming the TCG. Conditions to establish a TCG:</p> <ul style="list-style-type: none"> • may only consist of limited liability companies or joint-stock companies having their seats in Poland, • the average share capital falling to each of these companies may not be lower than PLN 0.5 mln., • the controlling company has directly a 75% share in the initial capital of the subsidiary companies forming the TCG, • subsidiary companies do not hold shares in other companies of the TCG, • these companies are not in arrears with the payment of taxes, • an agreement on forming a tax capital group was concluded in the form of a notarial deed for the period of at least 3 tax years, • in each tax year, the TCG reaches the tax share of income in the revenues at the level of at least 2%. |

Personal income tax

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| Taxable income | <p>The Polish personal income tax system is of a progressive nature and currently there are two rates: 17% and 32%, in excess of a personal allowance (variable). Income up to 120,000 PLN less the personal allowance is taxed at 17% and the excess is subject to 32% rate.</p> <p>Tax free amount is 30 000 PLN.</p> |
| Middle class relief | <p>The relief for the middle class is available to individuals hired under an employment contract and entrepreneurs paying taxes at progressive rates, whose income is between PLN 5 701 and PLN 11 141 gross per month (PLN 68 412 and PLN 133 692 per year). The amount of relief depends on the income.</p> <p>The middle class relief reduces the advance tax payments which will compensate lack of deductibility of health contributions.</p> |

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| | <p>in 2022 the so-called PIT-0 or tax exemption is available for:</p> <ul style="list-style-type: none"> • 4+ families (for those who, during the tax year, exercised parental authority over at least four children, acted as legal guardian, or if the child lived with such a person, or for those who acted as a foster family), • For those returning to the country (a minimum of three years of residence and work abroad before deciding to return to the country, the relief shall be valid for a period of 4 years), • Recipients of retirement and disability pensions of a maximum amount of PLN 2 500 per month, • Senior citizens in certain cases |
| Zero PIT | |
| Income from employment/ self-employment | Income from employment is taxed progressively at 17% and 32% rates. Income from self-employment may be taxed at progressive rates or at a flat rate of 19%. |
| Income from property and property rights | Under certain conditions rental income may be taxed at 8.5% and 12.5% (this rate is progressive). |
| Income from capital | Income from capital gains is subject to 19% PIT. |
| Withholding tax | 19% / 20% |
| Interest | 19% |
| Royalties | 20% |
| Dividends | 19% |
| Capital gain | 19% |

Mandatory social contributions

Self-employed individuals Self employed individuals may choose to pay contributions at a flat rate (1,380.18 PLN)

| Type of insurance | Paid by employer | Paid by employee | Total |
|-------------------------------------|------------------|------------------|-----------------|
| Pension Fund* | 9.76% | 9.76% | 19.52% |
| Disability Fund* | 6.50% | 1.50% | 8.00% |
| Bridging Pension Fund (FEP) | 0.00% or 1.50% | | 0.00% or 1.50% |
| Illness Fund | 0.00% | 2.45% | 2.45% |
| Accident Fund | 0.67% - 3.33% | 0.00% | 0.67% - 3.33% |
| Employees' Guaranteed Benefits Fund | 0.10% | 0.00% | 0.10% |
| Labor Fund | 2.45% | 0.00% | 2.45% |
| Total (up to limit) | 19.48% - 22.14% | 13.71% | 33.19% - 35.85% |
| Total (past limit) | 3.22% - 5.88% | 2.45% | 5.67% - 8.3% |

* Once an individual's gross remuneration exceeds 30 average estimated national salaries for a given year (PLN 177,660 for 2022) the obligation to pay contributions toward these funds ceases.

Mandatory health insurance contributions are also payable by the employee at 9% of income. From 1 January 2022, it is no longer possible to deduct any part of the health contribution from personal income tax regardless of the form of taxation.

BEPS implementation

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| CFC | Yes |
| DAC6 | Yes |
| CRS | Yes |
| Profit shifting rule | Yes |
| GAAR/ other anti-abuse rules (PPT, etc) | Yes |

Global employment issues

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|---------------------------|--------------------------------|
| Work and Residence permit | Required for non-EU residents. |
| Minimum salary | 3,010 PLN gross |

Taxation of immovable property

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|--------------------------------|---|
| Tax depreciation (p.a. rates) | Buildings: 1.5% / 2.5% / 4.5% Constructions: 2.5% / 4.5% / 10% / 14% Land is not subject to tax depreciation |
| Depreciation categories | |
| Land | Land is subject to property tax. The rates differ in each municipality. In 2022 the maximum tax rate that may be applied to land linked to business activity is PLN 1.03 per square meter. |
| Building | Buildings as well as constructions/structures linked to business activity are subject to property tax. Tax is calculated on the basis of: (a) area in case of lands and buildings at rates adopted by local authorities (in 2022 the maximum rate is 25.74 PLN per square meter), (b) in case of structures - initial value adopted for tax depreciation purposes (the rate is 2%). |
| Tax base | (a) area in case of lands and buildings (b) in case of structures - initial value adopted for tax depreciation purposes |
| Special depreciation | n/a |
| Real estate transfer tax | 2% |
| Property tax (rate and base) | See above |
| Real estate funds | General rules apply |

Incentives

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| Investment incentives | Special Economic Zone is a special incentive that under certain conditions guarantees investors a number of privileges, including tax exemptions and bonuses for projects contributing to competitiveness and innovation of local economies. |
| R&D incentives | The R&D incentive entitles enterprises to reduce the tax base by costs spent on research and development activities. R&D activity is understood as creative work involving scientific research or experimental development work undertaken on systematic basis in order to increase knowledge resources and use of that knowledge to develop new applications. The R&D relief allows for deduction of 200% of R&D costs – firstly the costs are deducted as operating costs (100%), secondly they are deducted from the tax base (revenue), also 100%. The list of specific costs eligible for the R&D credit is provided in the CIT/PIT regulations. |
| Young employees, elderly employees | In case of employees under 26 years old employment income up to 85,528 PLN per year is exempt from tax. |

Tax liabilities

| | For taxpayers | For directors (chief officers) | For shareholders |
|--|---|---|------------------|
| Binding opinion/ Advanced tax rulings | Yes | n/a | n/a |
| Penalties for late payment of tax | Interest of 10% p.a.; additionally fines may be imposed | Fines may be imposed; depending on the case fiscal penal liability may also include imprisonment | n/a |
| Tax misdemeanor provisions | Yes | Yes | n/a |
| Criminal provisions | Yes | Yes | n/a |
| Piercing the corporate veil | n/a | When certain conditions are met the management board may be held liable for the debts of the company especially as it comes to unpaid tax liabilities | n/a |

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| Advanced pricing agreements | Yes | n/a | n/a |
|-----------------------------|-----|-----|-----|

Deadlines for reporting and payment of taxes and social contributions

| Type of tax | Reporting deadline | Payment deadline |
|----------------------|--|--|
| CIT | Annual tax return is filed within 3 months from the end of the fiscal year | By the 20th of the following month |
| PIT | Annual tax return is filed by the end of April of the following year | By the 20th of the following month |
| VAT | 25th of the following month | 25th of the following month |
| Social contributions | Depending on the case 15th or 20th of the following month | Depending on the case 15th or 20th of the following month |

Double taxation treaties

| Country | Dividends | Interest | Royalties | Affected by MLI |
|---------------------|-----------|----------|-----------|-----------------|
| | % | % | % | Yes/no |
| America | | | | |
| Canada | 15 | 15 | 10/0 | Yes |
| Chile | 15/5 | 15/5 | 10/5 | No |
| Mexico | 15/5 | 15/5/0 | 10 | No |
| United States | 15/5 | 0 | 10 | No |
| Asia/Pacific | | | | |
| Armenia | 10 | 5 | 10 | No |
| Australia | 15 | 10 | 10 | Yes |
| Azerbaijan | 10 | 10 | 10 | No |
| Bangladesh | 15/10 | 10 | 10 | No |
| China | 10 | 10 | 10/7 | No |
| Georgia | 10 | 8 | 8 | No |
| India | 15 | 15 | 22,5 | Yes |
| Indonesia | 15/10 | 10 | 15 | Yes |
| Japan | 10 | 10 | 10/0 | Yes |
| Kazakhstan | 15/10 | 10 | 10 | No |
| Republic of Korea | 10/5 | 10 | 10 | Yes |
| Kyrgyzstan | 10 | 10 | 10 | No |
| Malaysia | 0 | 15 | 15 | No |
| Mongolia | 10 | 10 | 5 | No |
| New Zealand | 15 | 10 | 10 | No |
| Pakistan | 19 | 15 | 20/15 | No |
| Philippines | 15/10 | 10 | 15 | No |

| | | | | |
|---|--------|---------|-------|-----|
| Russia | 10 | 10 | 10 | Yes |
| Singapore | 10/0 | 10 | 10 | Yes |
| Sri Lanka | 15 | 0 | 10/0 | No |
| Taiwan | 10 | 10 | 10/3 | No |
| Tajikistan | 15/5 | 10 | 10 | No |
| Thailand | 19 | 20/10/0 | 15/5 | No |
| Uzbekistan | 15/5 | 10 | 10 | No |
| Vietnam | 15/10 | 10 | 15/10 | No |
| Europe | | | | |
| Albania | 10/5 | 10 | 5 | No |
| Austria | 15/5 | 5/0 | 5 | Yes |
| Belarus | 15/10 | 10 | 0 | No |
| Belgium | 15/5 | 5/0 | 5 | Yes |
| Bosnia and Herzegovina (Yugoslavian Treaty) | 15/5 | 10 | 10 | No |
| Bulgaria | 10 | 10 | 5 | No |
| Croatia | 15/5 | 10 | 10 | No |
| Cyprus | 10 | 10 | 5 | Yes |
| Czech Republic | 10 | 10 | 5 | Yes |
| Denmark | 15/5/0 | 5/0 | 5 | Yes |
| Estonia | 15/5 | 10 | 10 | No |
| Finland | 15/5 | 5/0 | 5 | Yes |
| France | 15/5 | 0 | 10/0 | Yes |
| Germany | 15/5 | 5/0 | 5 | No |
| Greece | 19 | 10 | 10 | No |
| Hungary | 10 | 10 | 10 | No |
| Iceland | 15/5 | 10 | 10 | Yes |

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|---------------------------------------|-------|------|------|-----|
| Ireland | 15/0 | 10/0 | 10/0 | Yes |
| Italy | 10 | 10 | 10 | No |
| Latvia | 15/5 | 10 | 10 | Yes |
| Lithuania | 15 | 10 | 10 | Yes |
| Luxembourg | 15/5 | 10/0 | 10 | Yes |
| Macedonia | 15/5 | 10 | 10 | No |
| Malta | 15 | 10 | 10 | Yes |
| Moldova | 15/5 | 10 | 10 | No |
| Morocco | 15/7 | 10 | 10 | No |
| Montenegro (Yugoslavian Treaty) | 15/5 | 10 | 10 | No |
| Netherlands | 15/5 | 5/0 | 5 | No |
| Norway | 15/0 | 5/0 | 5 | Yes |
| Portugal | 15/10 | 10 | 10 | Yes |
| Romania | 15/5 | 10 | 10 | No |
| Serbia (Yugoslavian Treaty) | 15/5 | 10 | 10 | Yes |
| Slovak Republic | 10/5 | 10 | 5 | Yes |
| Slovenia | 15/5 | 10 | 10 | Yes |
| Spain | 15/5 | 0 | 10/0 | No |
| Sweden | 15/5 | 0 | 5 | Yes |
| Switzerland | 15/5 | 10 | 10/0 | No |
| Ukraine | 15/5 | 10 | 10 | Yes |
| United Kingdom | 10/0 | 5/0 | 5 | Yes |
| Middle East and Africa | | | | |
| Egypt | 12 | 12 | 12 | No |
| Ethiopia | 10 | 10 | 10 | No |
| Iran | 7 | 10 | 10 | No |

| | | | | |
|-----------------------|-------|-----|------|-----|
| Israel | 10/5 | 5 | 10/5 | Yes |
| Jordan | 10 | 10 | 10 | No |
| Kuwait | 5/0 | 5/0 | 15 | No |
| Republic Lebanon | 5 | 5 | 5 | No |
| Republic South Africa | 15/5 | 10 | 10 | No |
| Saudi Arabia | 5 | 5/0 | 10 | Yes |
| Syrian Arab Republic | 10/0 | 10 | 18 | No |
| Turkey | 15/10 | 10 | 10 | No |
| Tunisia | 10/5 | 12 | 12 | No |
| United Arab Emirates | 5 | 5 | 5 | Yes |
| Qatar | 5 | 5 | 5 | Yes |
| Zimbabwe | 15/10 | 10 | 10 | No |



About Crowe in Poland

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We provide a complete range of accounting, audit, tax, IT and business consulting services. We act for the benefit of 700 small, medium and large international and domestic companies from all sectors. We have earned recognition among clients some of whom we have served for over twenty years. We owe this success to the quality and dedication of our staff, some of whom have been with these clients for this whole length of time.

Our Global Reach

In addition to our local and regional services, as members of Crowe Global, we can draw on a worldwide network of independent professionals and their know-how. The Crowe Global network consists of more than 180 independent accounting and advisory services firms in about 140 countries around the world.

As member firm of Crowe Global we offer comprehensive, international expertise in a broad range of business consulting practices, including assurance, M&A, corporate finance, forensic services, human resources services, tax & regulatory.

This unique combination of our local and regional talent coupled with the global reach of our network provides us with the local expertise and global worldwide capabilities our clients expect and deserve.