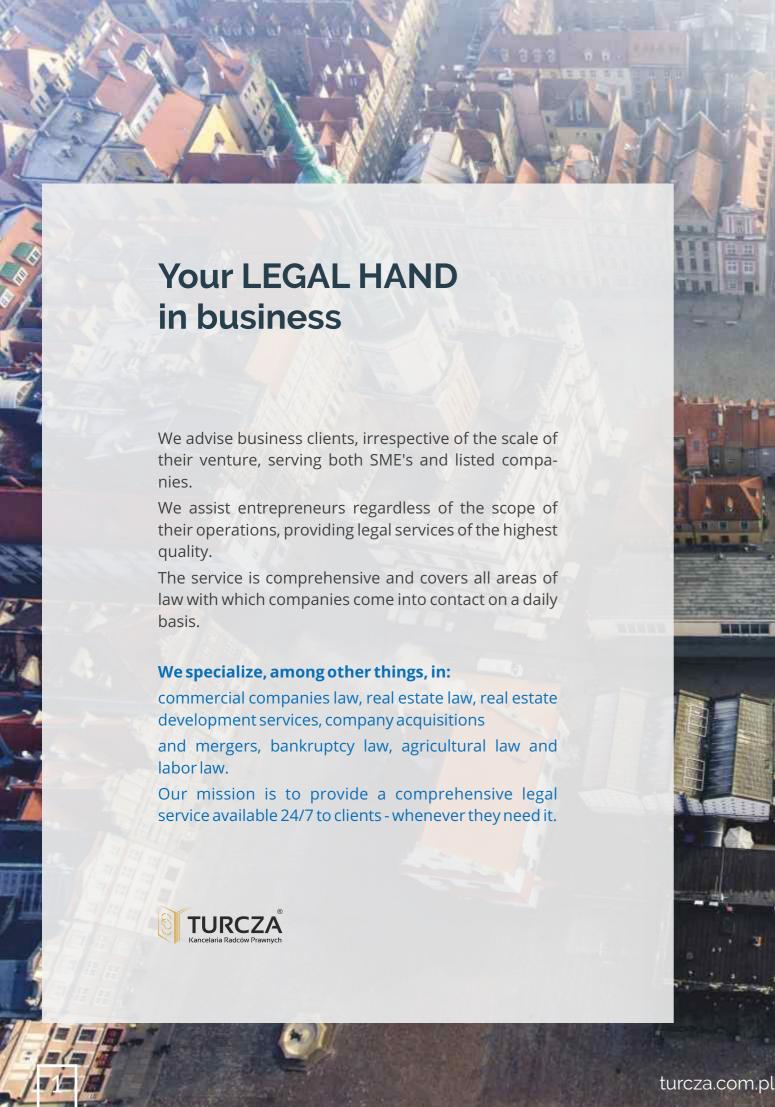


The TURCZA Law Firm is open for business

LAW
REAL ESTATES
AUDITS
TRAININGS





Contents

Introduction	03.
Experience and safety	05.
Scope of legal services	07.
Ongoing projects	11.

Cooperations with organizations

We make sure that our clients can focus on running and developing their own business in peace.

13.

Marek Turcza | Attorney-at-law, CEO

We look forward to working with you!

comprehensive, permanent and professional legal services to entrepreneurs in all business also business ethics. One of the over-arching aspects.

The extensive experience of our Team related to the provision of services to demanding business clients gives a guarantee of a selection of the best legal solution with reliable assistance.

Since the very beginning of our Law Firm's existence, our ambition has been to be your "Legal right hand in business". In our cooperation with Clients, we place emphasis on building long-term and lasting relationships with them.

We believe that the building of trust in contacts with the Client takes time, but is a necessary process for the achievement of mutual satisfaction from the cooperation.

As a team of experienced lawyers, we believe in the purpose and legitimacy of such a model of cooperation with the Clients. We understand the meaning of the permanence and availability of a lawyer for the efficient functioning of an organization. We translate this knowledge into a way of functioning and accepted standards and we also use it to set objectives for the future.

Since 2007 The Turcza Law Firm has provided In our activities, we are guided not only by the ethics of the profession of legal counsel, but objectives for us is to ensure satisfaction from the high level of the services we provide to our Clients, based on current analyses and interpretation of the changes which occur in

> You are kindly invited to cooperate with our Law Firm and we hope that we will not only be able to give you a helping hand, but also become Your "Legal hand in business".

> > Sincerely,

Marek Turcza

Attorney-at-law Founder of the TURCZA Law Firm



Experience

Clients and cooperation with the Law Firm.

The TURCZA Law Firm provides legal services to companies and other entities engaged in business activities.

The majority of our clients comprise companies from the following sectors: construction (development investments, residential buildings and real estate for manufacturing purposes, warehousing and trade), automotive (car sales and trade), food processing and broadly defined services and industry.

We understand the specifics of operations, and know the business processes, of these industries.

Based on many years of experience and the knowledge of our team of lawyers, we make the right choice of solution depending on the specific nature of the client's business and the type of case.

We co-operate with proven notaries, tax advisors, experts and other law firms from Poland and abroad, as well as any external specialists necessary in a given case.



Offices located in Poznan and Warsaw



52 cooperating foreign law firms



Direct contact with foreign owners.

We remain in direct contact with the foreign owners and managers of our clients. We ensure the smooth communication of information, which significantly speeds up all decision-making processes.

Safety



Trust based on security and confidentiality

The Law Firm has procedures in place aimed at ensuring high standards of protection for sensitive data. Security is, furthermore, based on a solid financial guarantee, i.e. third-party liability insurance, at a rate higher than that required by law.

Taking care of the highest level of security of

the entrusted data, a modern and cryptographically secured cloud solution was implemented in 2022.

Concern for the interests of our clients is our top priority. Therefore, not only are the solutions recommended by our lawyers legally secure, but they are also characterized by unconventionality when necessary, and an innovative approach.



turcza.com.pl

5

Scope of legal services

An individual approach to our clients' cases, timely completion of tasks undertaken and professional legal advice are all features effective handling of our clients' cases. appreciated by our business clients.

specializations - from commercial law through to contract law, procedural law, the labor code and international law, with particular emphasis similar legal problems on a daily basis.

on European Union legislation. Specialist knowledge is a prerequisite for the reliable and

By choosing cooperation with the TURCZA Law Serving businesses requires a wide range of Firm, you will receive the support of a team of barristers and attorneys-at-law who deal with business entities of a similar nature and, often,

















PRIVATE INTERNATIONAL LAW

LEGAL DEBT COLLECTION



Selected Clients



Mercedes-Benz Duda-Cars

(...) we highly appreciate the services provided by the Turcza Law Firm. They are characterised by an individual approach to each case. The cooperation (...) goes very smoothly.

Marcin Duda

President of the Management Board

GOBARTO

After years of cooperation, we can safely say that the Turcza Law Firm gives us the comfort of legal support combined with knowledge of the real situation and specifics of our sector (...).

Management Board Gobarto S.A.



■ We have been cooperating with TURCZA Law Firm for many years. I appreciate attorney-at-law Marek Turcza and his team for their high level of legal knowledge, substantive approach and flexibility that match our Company's needs.

Dariusz Formela

BLACK RED WHITE

President of the Management Board



OBARTO

DUDA DEVELOPMENT



■ Full professionalism, high quality of offered services and broad and professional legal expertise are elements which characterise the TURCZA Law Firm.

Wojciech Duda

President of the Management Board



















Team

The Law Firm's team consists of a dozen or so specialized barristers and attorneys-at-law, as well as trainees and legal assistants.

The Law Firm's team engages in a wide range of legal and scientific activities. The Law Firm is actively represented in nationwide professional and legal organizations.

The Law Firm's lawyers appear at scientific conferences organized by departments of law, business organizations and associations. They also hold workshops and give lectures for law students wishing to gain practical knowledge.

Our barristers and attorneys-at-law are fluent in a number of foreign languages, including English, German and French.



Structure of experts dedicated to particular types of cases



Our lawyers are constantly further developing their skills through post-graduate studies, courses and training workshops



We are constantly looking for the best specialists to join our team







+17
people

Ongoing projects

Nowadays, a law firm means something more entrepreneurs with comprehensive legal than just representing a client in court or knowledge. Thanks to our activities, our clients' drawing up contracts. The TURCZA Law Firm is awareness of opportunities and potential threalso active in other fields, aiming to provide ats to their business operations increases.

¬ Dedicated websites



Portal for developers

The Law Firm specializes in legal services related to transactions and investment processes. We render our services to developers, companies involved in the completion of construction projects intended for business activities (including commercial facilities, office buildings), companies in disputes with third parties, and local government administration bodies.



General Data Protection Regulation (GDPR) and personal data protection

The TURCZA Law Firm provides comprehensive legal services related to personal data protection law. Thanks to the many years of experience of our lawyers, the Law Firm's recommendations are characterized by a high level of security and convenience for entrepreneurs, and the documents and procedures developed guarantee optimal solutions.



Anti-Money Laundering

Our AML offer includes, among other things: verification of the correctness of their policies in terms of meeting AML requirements; effective implementation of procedures and documents provided for in the Act; training of managerial staff, people responsible in the organization for the AML area and employees; the obtaining of ongoing legal advice and thus answers to any doubts. turcza.com.pl

■ Legal blogs



Biznesprawnik.pl

BINZESPRAWNIK.PL is a blog run by the lawyers from the TURCZA Law Firm. Lawyers share their up-to-date knowledge on legal topics related to, inter alia, running a business, commercial law, labor law, debt collection and real estate and land development.



Agroprawnik.pl

The AGROPRAWNIK.PL blog is managed by experienced lawyers who have been providing legal services to farmers, agricultural cooperatives, food processing plants and food distributors for years. Our attorneys-at-law and barristers share their knowledge and original solutions.



Prawokierowcy.pl

An author of articles in the automotive industry press, Mr Damian Nowicki, together with other lawyers, creates content to support drivers in their everyday problems with fines, requisitioning of driving licences, other onerous regulations and dealings with law enforcement authorities. Prawokierowcy.pl has a popular profile and open forum on facebook.com.

■ Training activities and implementation



Training, audits and legal implementation

Training events are conducted by practitioners - barristers and attorneys-at-law who provide advice on a daily basis, give opinions, and take part in court trials and business negotiations. Implementation and audits are also a strong area of the Law Firm's activity - combined with training, they constitute a coherent whole and a comprehensive service.

E-learning courses on our proprietary platform

On the platform eszkolenia.turcza. edu.pl the Law Firm offers a source of original e-learning courses - also customized for specific companies. The e-learning courses enable access to professional legal knowledge from any place and at any time.



Collaboration with associations and industry organizations

The TURCZA Law Firm and its individual lawyers are engaged in cooperation with business entities in areas such as the automotive market, property development, and agri-food production and processing.

Barristers and attorneys-at-law publish articles in the specialist press. They also give interviews on national television and radio stations (e.g. TVN Turbo).

Our publications have appeared in the specialist press, for example: Rynekpierwotny.pl, Deweloper&Marketing, SAMAR, OOH Magazine, as well as the blogs of the Automotive Industry Lawyers Association, the Association of Car Dealers and the Polish Chamber of Automotive Industry. They also conduct webinars on current legal developments and issues important to the industry.



Commissioned articles



Media appearances



Webinars and trainings



■ The Law Firm Network

The Law Firm is an active member of an international organization called The Law Firm Network. This organization brings together law firms from over 50 countries around the world.

trusted law and tax firms from all over the

Thanks to our active contacts with proven and

world, we ensure constant access to legal services not only related to domestic law, but also foreign legal systems.



■ Stowarzyszenie Prawników Rynku Motoryzacyjnego

The law firm actively cooperates with the Association of Car Dealers and is a member of the Automotive Industry Lawyers Association. Our lawyers conduct webinars, write articles for the specialist press and prepare legal studies addressed to car dealers, car repair services, used car lots and other industry

Being active in the automotive industry allows us to stay up to date and acquainted with all new matters arising in this area.



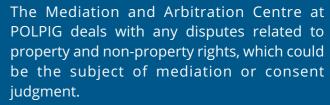


Polpig



The TURCZA Law Firm, in cooperation with the National Association of Employers - Pig Producers POLPIG, established the Mediation and Arbitration Centre in 2021 (polpig.cmia.pl).

The Mediation and Arbitration Centre is a modern institution specializing in the rapid resolution of disputes among agricultural and other producers relating to food production and processing. It provides mediation services at the highest professional level, ensuring fair settlements.



The joint activities undertaken with POLPIG contribute additionally to the strengthening of our presence in the agri-food industry.









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