

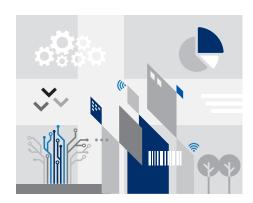


FINNISH COMPANIES IN POLAND

FROM MODERN INDUSTRY
TO SUSTAINABLE DEVELOPMENT







Information about the authors of the report

This report was prepared by the Scandinavian-Polish Chamber of Commerce and SpotData – the analytical center of "Puls Biznesu".

Authors: Ignacy Morawski, Director of SpotData Sylwia Wojtaszczyk-Ciąćka, Head of Insights, SPCC

Scandinavian-Polish Chamber of Commerce (SPCC) is a non-profit organisation created by business people. For already 20 years, we have supported the development of economic relations between Poland, Scandinavia, and the Baltic States. We integrate and inspire the Polish-Scandinavian business community. As Poland's third largest international chamber, SPCC has more than 400 members representing the most important economic sectors.

SpotData is a center of knowledge and economic analysis and a part of Bonnier Business Polska, the publisher of "Puls Biznesu" and the Bankier.pl portal. SpotData analysts provide companies with dedicated industry and general economic data as well as prepare special reports. Additionally, the SpotData team prepares regular economic analyses for "Puls Biznesu" and runs platforma.pb.pl, a data-driven website on Polish and global economy.

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FOREWORD



It is my great pleasure to contribute to the report *Finnish Companies in Poland*, compiled by the Scandinavian-Polish Chamber of Commerce. I would like to extend my sincere thanks to the authors of this report for their dedication, hard work, and thorough research. Their efforts provide valuable insights into the growing role of Finnish companies in Poland and emphasize the importance of this economic partnership.

Poland, as one of the largest economies in Central Europe, has long been an attractive destination for foreign investment, and Finnish companies have been active participants in this dynamic market. With their strong focus on innovation, technology, and sustainability, Finnish businesses have made a significant impact on Poland's economic landscape. Operating across a variety of sectors – such as information and telecommunications technologies, manufacturing, financial services, maritime industry, pulp and paper industry, renewable energy, and retail – Finnish companies contribute not only to the Polish economy but also to their own international growth.

For years, Poland has ranked among Finland's top ten economic partners. Over 260 Finnish companies have established a presence in Poland, and I am pleased to see that many of them have been here for a long time, making the Polish market their second home. The interest in Poland remains strong, with the number of Finnish investments continuing to grow year by year.

If I had to choose one key word to describe the cooperation between Finland and Poland, it would be *innovation*. Finland has long focused on innovation, seeking to balance its small population with a highly educated, skilled, and creative people. Poles, too, are known for their ability to think outside the box and turn challenges into significant achievements. As a result, Finnish companies, as well as Finnish research and development centers, have found many talented specialists in Poland with whom they collaborate to create innovative solutions.

The green transition is an excellent example of a positive challenge that our countries are tackling together through bilateral and regional cooperation. Finland has set an ambitious goal of achieving carbon neutrality by 2035, and we recognize that a successful energy transition cannot be achieved in isolation. Finland and Poland are working together at the European level, as partners in initiatives like the Baltic Energy Market Interconnection Plan, and at the local level through ongoing dialogue between our pioneering cities. Areas of common interest include nuclear energy, onshore and offshore wind energy, sustainable and smart power transmission, and clean heating.



Cathedral on Senate Square, Helsinki

Another important area of our cooperation is security. Finland and Poland share similar views and challenges, particularly since the Russian invasion of Ukraine. We are committed to strengthening defense cooperation within the EU and supporting each other by sharing our expertise in security, civil defense, cybersecurity, and the arms industry.

The presence of Finnish companies in Poland contributes significantly to increasing awareness of Finland and strengthening Finnish-Polish ties. I hope that together we can spark greater interest in Finland among Poles, leading to more students, specialists, and companies choosing to engage with Finland.

On a personal note, my ties to Poland are strong – Polish people, their culture and language are very close to my heart. I see many similarities between our nations, and there is still a lot of untapped potential in our relations. I hope this publication serves as a valuable resource for understanding the significance of Finnish-Polish cooperation and provides a glimpse into the exciting opportunities that lie ahead for both nations in the years to come.



Ambassador of Finland to Poland





We are pleased to present this report on Finnish companies in Poland, prepared by the Scandinavian-Polish Chamber of Commerce. This publication highlights the significant presence of Finnish investors in Poland, the growth of trade relations, and the evolving role of Finnish businesses in the Polish economy.

The report is part of a comprehensive project conducted on the occasion of SPCC's 20th Anniversary, summarizing the presence of Nordic companies in Poland, the investments made in the Polish market over the last two decades, and the scale of trade exchange.

Finland and Poland share a strong and dynamic economic partnership, marked by €2 billion in Finnish investments and a PLN 9 billion contribution to Poland's GDP. Over the past two decades, our trade relations have strengthened remarkably—Polish exports to Finland have increased almost sixfold since 2004 and the total trade turnover have reached €6,7 billion in 2023.

This long-standing cooperation is visible in more dimensions. Finnish companies employ 30,000 people in Poland, while an additional 53,000 jobs are linked to businesses supplying final demand in Finland. The presence of Finnish companies fosters knowledge exchange and innovation, contributing to modern industry and cutting-edge services advantaging both economies. Finnish companies in the new technologies sector, in particular, have significantly expanded their presence in Poland, benefiting from

a strong domestic market, a highly skilled workforce, and opportunities to reach global customers.

Moreover, Finnish companies are actively participating in the green transformation of the Polish economy, with a strong focus on sustainability and long-term value creation. As both economies evolve, our partnership continues to offer new opportunities for growth and collaboration, even in increasingly challenging times.

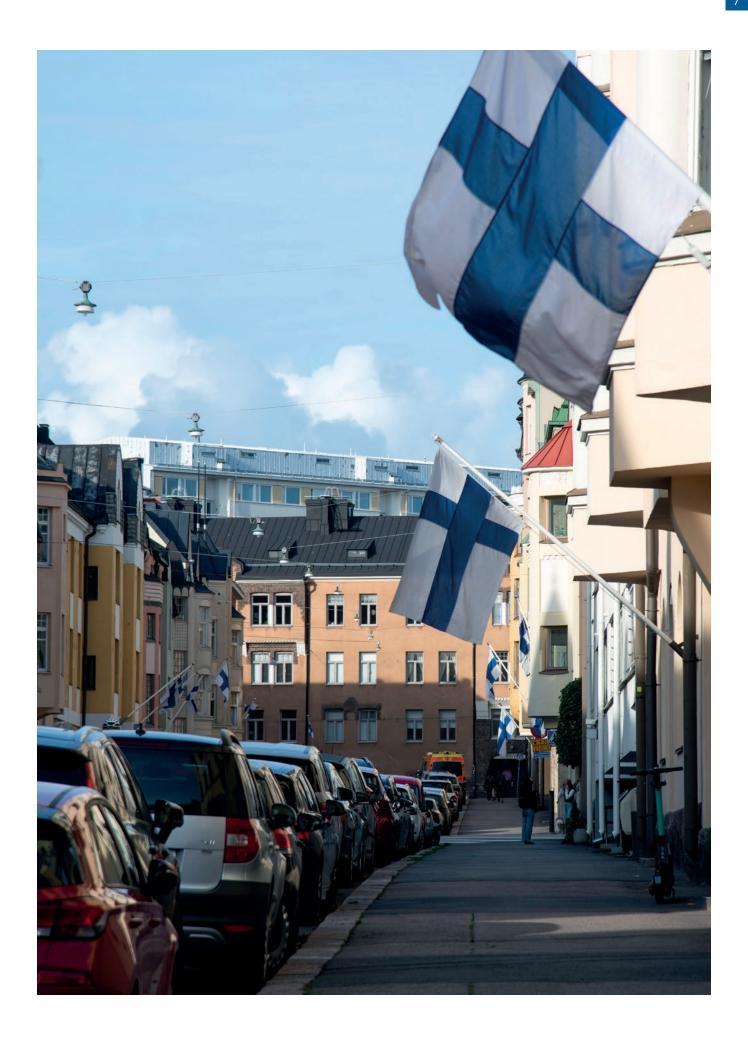
We hope this report provides valuable insights into the scale and impact of Finnish business in Poland. Thank you to everyone involved in preparing this publication, and we wish you an insightful read.

Artur Swirtun SPCC Chairman

Agnieszka Zielińska SPCC Managing Director







OPPORTUNITIES IN THE POLISH MARKET FOR FINNISH COMPANIES

Poland's large domestic market, with a population of 38 million, presents significant opportunities for Finnish companies. As the 5th or 6th largest economy in Europe, Poland has demonstrated consistent economic growth of 3-4% per year over the past two decades. This stable and growing economy makes it an attractive destination for Finnish businesses looking to expand internationally.

Manufacturing in Poland

Poland's strategic location in Central Europe offers excellent access to major European markets. The country has a well-developed road and logistics infrastructure, making transportation and distribution efficient. Additionally, Poland benefits from a competitive labour force with high productivity and flexibility. The presence of an established manufacturing base further enhances its appeal for Finnish companies seeking cost-effective production locations.

Poland is also an attractive destination for shared service centres and manufacturing operations due to its educated, multilingual workforce. This enables Finnish businesses to establish operations with access to skilled employees who can support international business functions efficiently.

Differences Between the Polish and Finnish Markets

While Poland offers a large and expanding market, it is also highly competitive and price-sensitive. Companies operating in Poland place significant value on quality and long-term business relationships. However, establishing a presence in the Polish market can be challenging, particularly in the early stages when identifying key personnel and navigating the local business landscape. Local expertise is essential for a successful market entry.

Business development in Poland typically takes longer than in Finland, as having an excellent product alone is insufficient to guarantee success. Finnish companies must invest in relationship-building and strategic market positioning. Additionally, some Finnish executives may still hold outdated perceptions of Poland from the 1980s, influenced by its communist past, which can create barriers to recognising the country's modern economic potential.

Cultural differences also play a role in shaping business dynamics. Certain conservative values in Poland do not directly impact business operations but may generate negative press coverage in Finland. Understanding these cultural nuances is essential for Finnish companies looking to establish a positive reputation in the Polish market.

Benefits of Knowledge Exchange Between Finnish and Polish Companies

Both Finnish and Polish businesses can benefit from increased collaboration and knowledge exchange. Finland is recognised for its cost-effectiveness in IT, accounting, and other professional services, which can support Polish enterprises seeking efficiency improvements. Conversely, Poland's strong entrepreneurial drive, flexible personal taxation, and relatively low unionisation in the private sector create a dynamic business environment that Finnish companies can leverage.

The combination of Finnish expertise in technology and efficiency with Poland's business-oriented mindset presents opportunities for synergies that can drive innovation and economic growth for both nations.

Evolution of Finnish Companies' Presence in Poland Over the Past 20 Years

Over the last two decades, the presence of Finnish companies in Poland has changed significantly. The number of expatriate managing directors has decreased, indicating a shift towards local leadership and a deeper integration of Finnish businesses into the Polish market. Additionally, Finnish companies have grown substantially, expanding across various sectors, including energy, packaging, and IT.

Currently, approximately 260 Finnish companies are actively operating in Poland, employing nearly 30,000 people. The value of Finnish investments in Poland has increased significantly since the country joined the European Union, reaching an estimated €2 billion. This upward trend highlights the growing economic ties between Finland and Poland and the long-term potential for Finnish businesses in the region.

Conclusion

The Polish market presents numerous opportunities for Finnish companies, both in terms of selling products and establishing manufacturing operations. However, success requires an understanding of Poland's unique market characteristics and a commitment to building strong business relationships.

By fostering knowledge exchange and collaboration, Finnish and Polish companies can mutually benefit from each other's strengths. As Finnish businesses continue to expand their presence in Poland, adapting to local market conditions and embracing cultural differences will be key to long-term success. The evolution of Finnish companies in Poland over the past 20 years demonstrates the potential for growth and highlights the importance of strategic market entry and sustained investment.

Esko Kilpinen & Jon Lenck SPCC Finnish Trade Guild





MY POLAND

Wow, it has been an interesting a year or so.

I moved to Poland a bit more than a year ago. I was quite a typical Finn with my knowledge about the country – which means some outdated information from the high school history lessons and then following the news. In short, I knew very little. Unfortunately, this is the case with many of my fellow Finns (and I suspect with people from the Nordics in general). I have been amazed by Poland and the Poles, the entrepreneurial spirit, growth and enthusiasm.

Luckily Finnish companies have been at least relatively active when it comes to their market entry – there are more than 200 subsidiaries and about 30000 people employed by the Finnish companies. These activities vary from manufacturing to services and cutting-edge product development, from paper and pulp to satellites and networks. So, it is a healthy mix but of course there could be so much more commercial cooperation between the two countries.

World is full of risks

World is going through some extraordinary times. At the time of writing exactly five years have passed since the Covid-19 pandemic started to close the world, then there was a ship stuck in the Suez channel and continued terrorist attacks on main shipping route via the Red Sea – all disrupting seriously the global trade and supply security. And then something horrible started, a full-scale war in Europe fol-

lowed by a world leader seriously shaking the status quo. Something I think no one had in their risk management plan just 5 years ago?

All these hardships and challenges have forced both governments and companies to seriously re-think their supply chains and general risk management – nearshoring their production and creating contingency plans and redundant supplier options. This may, in general, mean the importance of "nearby markets" to increase. And for Finland Poland is near (and vice versa).

What are the most promising sectors?

What are then the most promising sectors for trade? I am slightly biased because of my background in energy but for me that really is the challenge we, Europeans, must solve. We cannot rely anymore on any sole external energy provider, but we need to create a clean, robust and diverse energy mix supporting the continent's ambitions to stay relevant through 21st century. Not an easy task for sure but doable with meticulous planning, smart procurement and high-quality implementation. I am not too willing to put too much of chips on one specific technology but a healthy energy mix: nuclear, renewables, flexibility from perhaps hydrogen or batteries. And in some cases, geothermal and, for example, biogas. The energy transition remains the single biggest opportunity for some time.

Naturally digitalization including all the subsectors is also something we cannot skip but we must boost it to compete globally, this includes connecting EVERYTHING and using the globally greatest tools and technologies – with some thought on again using European technology!

Si vis pacem, para bellum. Unfortunately, the geopolitics force our peace-loving nations to follow this ancient advice. Most of the countries are increasing their defense spending and naturally it creates business and cooperation opportunities. Finland is a master of comprehensive security. A concept that whole society is prepared for crisis. This includes the whole public and private sector in addition to the obvious actors such as defense forces. A modern society is (too) easily distracted with power outages or similar problems, we try to be well prepared, and our companies have excellent solutions to mitigate the effects of or either natural or forced calamities.



Antti Rahikka

Director, Central East Europe (Region Head) Business Finland



KEY FIGURES

- In 2022, the value of Finnish investments in Poland exceeded **€2 billion**.
- More than 260 companies with Finnish capital operate in Poland, employing nearly 30,000 people in total.
- Finnish companies are strongly represented in industries such as industrial equipment, heating devices, heavy industry and electronics, and hold a significant position in the pulp and paper industry. They are also active in the finance and IT sectors.
- Finnish businesses are notable for their presence in the **new technologies sector**. Among the largest investors in this field is Nokia, which operates through four research and development centres in Poland – in Wrocław (one of the largest in Central and Eastern Europe) and in Kraków, Warszawa and Bydgoszcz. Another major player is Tietoevry, which employs around 1,000 people across six branches in Poland. Nordea has also established its operational and IT center in Poland, spreading across four locations (Łódź, Warsaw, Gdańsk, Gdynia), with Polish teams of 5,500 employees handling a wide range of technological, operational, and financial processes for the entire Nordea group. ICEYE, a Polish-Finnish company specializing in synthetic aperture radar (SAR) satellite technology, providing high-resolution Earth observation data which employs 700 globally people, is a very promising example of cooperation within the new technologies sector.
- Finnish enterprises are known for their significant involvement in the pulp and paper industry. The Stora Enso plant in Ostrołęka, thanks to a recent joint investment with Tetra Pak, is set to become one of Europe's main recycling hubs.

- Recent major Finnish investments in Poland include a new production facility by the Fortaco Group in the Silesian region, the expansion of Valmet Automotive's plant in Żory to increase the production volume of electromobility solutions, and the construction of Poland's largest systemic heat pump Wrompa in Wrocław by Fortum in cooperation with MPWiK Wrocław.
- Since 2016, Poland has consistently achieved a trade surplus, reaching nearly €500 million in 2023. Since 2003, the value of Polish exports of goods to Finland has increased almost sixfold from € 500 million to €2.7 billion, while the volume of imports has increased 2.8 times – from €0.8 billion to €2.2 billion.
- An important position in the export of goods from Poland to Finland is played by scrap metal. The role of energy sources has also been growing in recent years, as the transport channels for oil, gases and their derivatives have been changing due to the energy crisis. Car parts and furniture occupy high positions on the list of the most important export goods from Poland to Finland.
- Since 2012, Poland has consistently recorded a surplus in trade in services with Finland, which increased nearly twelvefold in 2022, reaching €890 million. In 2022, Finland ranked 6th among EU countries with which Poland had the highest positive balance in trade in services. The key contributor to this surplus is the positive balance in business services, which amounted to over €500 million in 2022.

Key numbers table 1





The value of capital **invested by Finnish companies** in Poland





The **value of GDP in Poland** generated by companies with Finnish capital

30,000



Number of people **employed by Finnish companies** in Poland.

53,000



The number of people working in enterprises in Poland that meet the final demand in Finland

40%



The increase in Finnish investments since 2017

€500 million



The **surplus Poland recorded in goods trade** with Finland in 2023

€6,7



The **value of trade** between Poland and Finland

440%



The growth in Poland's goods exports to Finland from 2004 to 2023

6



Finland's position among EU countries with which Poland had the highest positive balance in trade in services in 2022

€503



The value of **Poland's surplus** in **business services** trade in 2023

FINNISH COMPANIES IN POLAND

FROM MODERN INDUSTRY TO SUSTAINABLE DEVELOPMENT

FINNISH INVESTMENTS IN POLAND

In terms of the amount of invested capital, Finland is the 18th largest investor in Poland. According to data from the National Bank of Poland, the value of Finnish capital invested in Poland exceeded €2 billion in 2022, which is nearly PLN 9.5 billion.

Finnish direct investments made up 13% of all such investments from Scandinavian countries at that point. While the capital inflow from Finland to Poland is much smaller than from Sweden and Denmark, it has grown by **more than 40% since 2017**. According to Poland's Central Statistical Office, more than 260 companies with Finnish capital are operating in Poland (data from 2022).

The share of investments in Poland in Finland's total foreign investments is 1.3%, making Poland the 12th most important destination for Finnish capital.

Regionally, the majority of Finnish investments are concentrated in the Mazowieckie province, Poland's main business hub that attracts investments in the ICT sector and professional services. In this regard, Finnish capital differs from Swedish and Danish capital, which is primarily concentrated in the Zachodnio-pomorskie province and other provinces.

In recent years, new Finnish investments in Poland have been strongly linked to **energy transformation and sustainable development**. For example, **Valmet Automotive** is expanding its factory in Żary to increase the production volume of electromobility solutions. The expansion is set to be completed in

Finnish investments are mainly concentrated in the following provinces

- 1. Mazowieckie
- 2. Zachodniopomorskie
- 3. Wielkopolskie

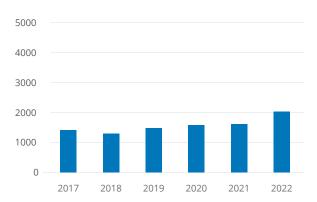


2025, creating 350 new jobs between 2025 and 2027. Meanwhile, the Fortum Group is involved in the construction of the largest facility in Poland for generating thermal energy from municipal and rainwater sewage in Wrocław. This installation will be the first element of a modern district heating system in Wrocław, supplying up to 5% of the city's annual district heating demand. Additionally, Fortum has announced a €100 million investment in decarbonizing a combined heat and power plant in Częstochowa. The investment will be completed by Q4 2026. Stora Enso, a supplier of renewable packaging, biomaterials, and wooden structures, is also consistently investing in its plant in Ostrołęka. The Finnish company Fortaco have invested in Knurów, where steel components and cabins for vehicles used in agriculture and construction will be produced. The plant has been designed to minimize the carbon footprint of all production processes.

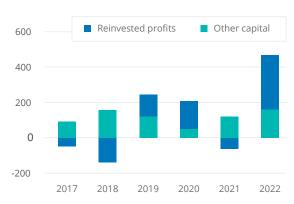
Finnish investments in Poland

chart 1

The value of capital invested in Poland by investors from Finland, EUR mln



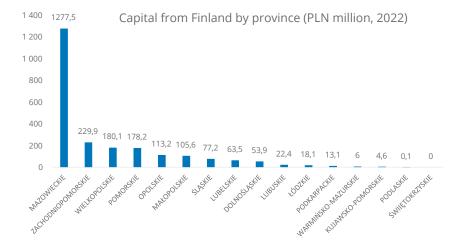
Capital flows between Finland and Poland, EUR mln



Source: Own calculations based on NBP data

Finnish capital by province in 2022

chart 2





*The regional distribution is calculated by the Central Statistical Office (GUS) based on the share capital of companies, which differs from the data provided by the National Bank of Poland (NBP), which includes all liabilities to foreign investors. However, the NBP does not account for regional distribution.

Source: Own calculations based on GUS data

BUSINESS PERSPECTIVE

Fortum – a leader in innovative energy in Poland and Europe

Fortum is an international energy company with Nordic roots that has been actively operating in the Polish market since 2003. Our activities in Poland focus primarily on the production and distribution of heat, as well as the sale of electricity and gas. We own two modern combined heat and power (CHP) plants in Częstochowa and Zabrze, along with heating networks spanning over 900 km in Częstochowa, Wrocław, and Płock. Fortum prioritizes high-quality customer service, which is one of the company's key goals — confirmed by the Customer Service Star 2025 title in the "Energy and Gas Suppliers" category, awarded based on customer feedback.

The Polish market differs significantly from other countries in which we operate, mainly in terms of size, fuel structure, market regulation levels, and maturity. The Polish district heating sector is enormous. In 2023, licensed heating companies operated networks exceeding 22,000 kilometers in length — second only to Germany in Europe. Around 52% of Poland's 38 million citizens are connected to district heating systems, making them a "national treasure." Poland remains a dynamic and growing economy, with a larger potential customer base than all of Norway, Sweden and Finland combined. However, the Polish market has its unique characteristics, especially from a Nordic perspective: unlike the Nordic market, it is regulated. This means that tariffs for both heat production and transmission services, as well as electricity, are approved by the President of the Energy Regulatory Office. This regulation ensures price stability and cost predictability for both customers and energy producers. Additionally, Poland's district heating sector still relies heavily on coal, posing significant challenges for its transformation — estimated to cost around 460 billion PLN.

For Fortum, Poland represents a land of opportunities. We see immense potential in the further transformation of the sector, which is both a major challenge and an opportunity for the development of district heating. We understand that Poland's heating sector must undergo a profound change, shifting away from fossil fuels toward renewable energy sources and ultimately moving toward electrification. This transformation mirrors the path taken by Nordic markets in the past.

To support this transition, we are investing in modern solutions such as large-scale heat pumps, alternative fuel production, and technologies that enable the phasing out of coal in our CHP plants, including the use of biomass and Refuse-Derived Fuel (RDF). We are also implementing smart solutions to optimize district heating networks, such as Demand Side Response, which benefits both the environment and consumers.

We observe Poland's market evolving in the footsteps of the Nordic model, and many of our innovations are directly inspired by Nordic experiences. One example is our Wrompa — the largest system heat pump in Poland, located in Wrocław — utilizing cutting-edge technology inspired by solutions from Norway, Finland, and Sweden. Another example is the waste heat recovery project in Espoo, developed in collaboration with Microsoft, which serves as a model for efficient energy recovery and its application in Poland. Drawing from Finnish innovations, we are working on integrating district heating with the energy sector (sector coupling). This will enable efficient use of excess renewable electricity for heating purposes, helping to balance the system and ultimately leading to the electrification of heating.

We believe that cooperation between Polish and Nordic companies can play a key role in building an innovative and sustainable economy. The Nordic countries have long been pioneers in green energy technologies — from smart grids to renewable energy sources and circular economy solutions. Bringing these experiences to Poland can significantly accelerate the country's energy transition. This collaboration can also inspire the creation of new, local solutions that combine the best Scandinavian practices with Poland's technological and engineering potential.

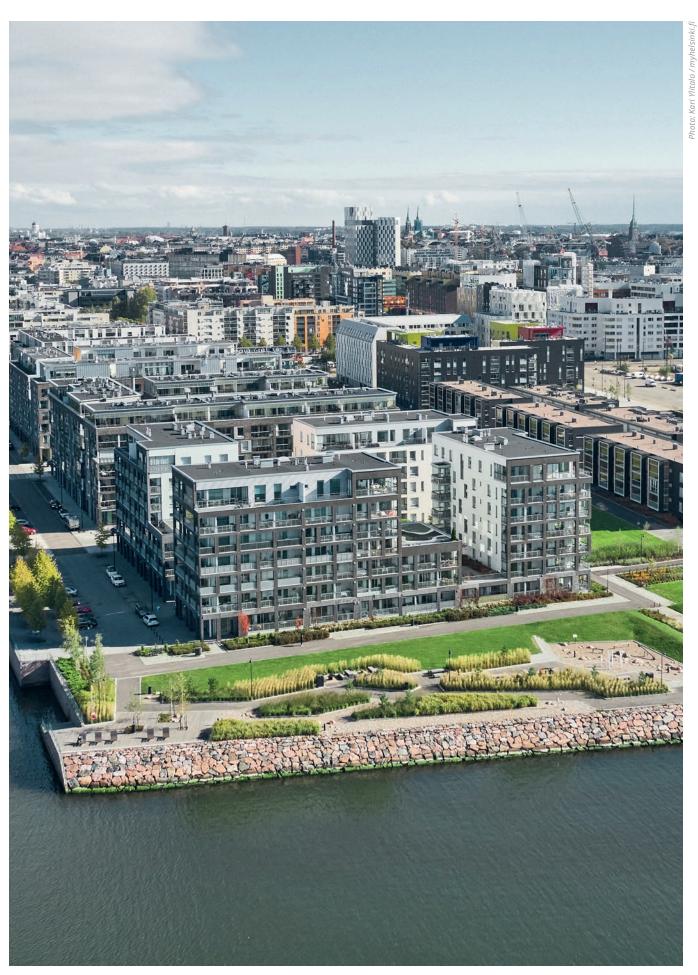
One of the key risks we identify in the Polish market is the rapidly changing regulatory environment and the need for regulations to keep pace with the transformation process. Stability and predictability of legislation are crucial for effectively carrying out investments in this critical area. This is where we also see our role. Fortum remains committed to the development of the Polish district heating sector, engaging in dialogue with key industry stakeholders and continuing investments toward a more sustainable, innovative, and green energy future.

Together, we can build a future where clean energy becomes the standard — not just in Poland, but across Europe.

Piotr Górnik,

VP Heating and Cooling Poland, CEO of Fortum Power and Heat Polska Sp. z o.o.





Jätkäsaari district, New Helsinki

A list of selected Finnish companies in Poland

table 1

Company	Description	Location Voivodeship		Revenue, mln PLN
Fortum Marketing And Sales	sales	Gdańsk	pomorskie	7269
Cargotec	production	production Stargard zachodnic		3465
lokia Solutions And Networks	R&D centre	Wrocław	dolnośląskie	3050
PM Raflatac	production	Kobierzyce	dolnośląskie	2535
tora Enso Poland	production	Ostrołęka	mazowieckie	2246
tora Enso Narew	production	Ostrołęka	mazowieckie	1671
nninen	sales	Warszawa	mazowieckie	1653
canfil	production/industrial services	Mysłowice	śląskie	1269
canfil Sieradz	production/industrial services	production/industrial services Sieradz		1269
aroc	production Trzemeszno wielkopolskie		wielkopolskie	1142
ortum Power And Heat	energy production			1082
ordea Bank Abp	BPO/SSC/ITO centre	Łódź	łódzkie	1022
ora Enso Wood Products	production Murów		opolskie	972
ırmo Group	production	Rybnik	'	
ukki	production	Żyrardów mazowieckie		726
utokumpu Distribution	sales	Dąbrowa Górnicza	śląskie	708
etsa Tissue Krapkowice	production	Krapkowice	opolskie	546
opar Boats	production	Augustów	podlaskie	527
uhtamaki Foodservice	production	Czeladź śląskie		506
owa Era	services	Warszawa	mazowieckie	501
skars	production	Słupsk	pomorskie	479
rtum Silesia	energy production	Zabrze	śląskie	431
Ilmet Automotive	production	Żary	lubuskie	431
kscan	food production	Świnoujście	zachodniopomorskie	373
one	sales, services	Warszawa	<u> </u>	348
ortaco	· · · · · · · · · · · · · · · · · · ·	Wrocław		
	production		dolnośląskie	326 316
almet Technologies And Services	production Jelenia Góra		dolnośląskie	310
king Malt	production	· · · · · · · · · · · · · · · · · · ·	Sierpc mazowieckie	
nmirent	services	Szczecin zachodniopomorskie		297
alki	production	Wroclaw	dolnośląskie	283
emipol	production	Police zachodniopomorskie		259
ras Olesno	production	Olesno opolskie		229
eknos	sales	Warszawa	mazowieckie	214
ordec	production	Oborniki	wielkopolskie	206
eto	BPO/SSC/ITO centre	Szczecin	zachodniopomorskie	198
xdor Shipyard	production	Ełk	warmińsko-mazurskie	182
fopulse	BPO/SSC/ITO centre	Łódź	lódzkie	172
artsila	services	Gdańsk	pomorskie	171
ipak	production	Skarbimierz Osiedle	opolskie	166
uhtamaki Foodservice Gliwice	production	Gliwice	śląskie	132
alki Ekopak	production	Jatne	mazowieckie	121
rtum Network Wrocław	Rental and leasing of other machinery, equipment and tangible goods n.e.c.	Wrocław	dolnośląskie	111
PM Kymmene	sales	Wrocław	dolnośląskie	109
almet Automation	services	Gliwice	śląskie	105
teams	production	Lębork	pomorskie	104
acgregor	services	Gdańsk	pomorskie	103
romeco	production	Gościno	pomorskie	103
onecranes And Demag	production	Gdańsk	pomorskie	103

Source: Spotdata, SPCC, data based on National Companies Record (KRS) reports

FINNISH COMPANIES IN POLAND – EMPLOYMENT

Finnish companies employ nearly 30,000 people in Poland. Compared to companies from other Scandinavian countries, Finnish firms are relatively strongly represented in the telecommunications and IT services sector. Nearly 30% of all employees working for Finnish companies in Poland are employed in these sectors. Additionally, Finnish companies have a significant share in employment in the paper industry.

Finnish companies employ nearly **30,000 people** in Poland, and their revenues in 2021 amounted to nearly PLN 30 billion. The direct contribution of these companies to Poland's GDP is **nearly PLN 9 billion**, and tax revenues (PIT, CIT, social security contributions) exceed PLN 1.7 billion (under 2023 conditions).

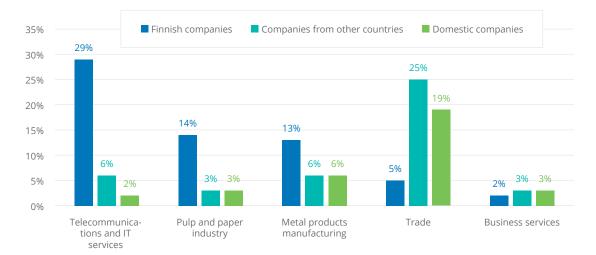
Regarding employment size, Finnish companies in Poland are most strongly represented in **telecommunications and IT services**, where nearly 30% of all employees in companies from Finland work. In comparison, this share equals 6% among the group



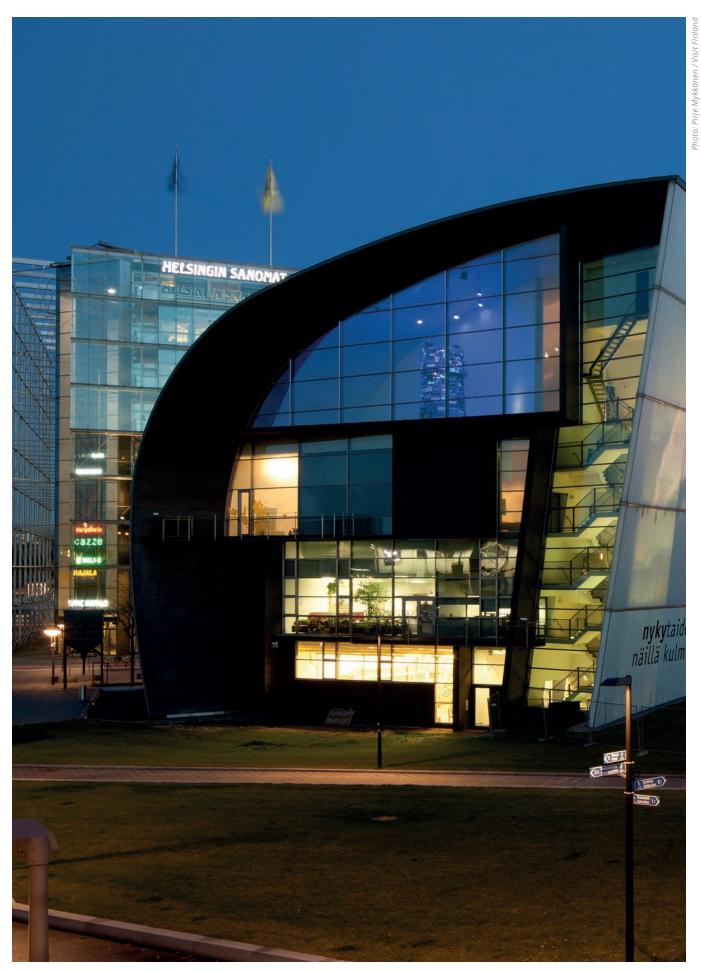
of other foreign companies in Poland, and among domestic businesses, it is only 2%. Such a high share in employment in this service sector reflects, above all, the presence of the Finnish company Nokia in Poland. Other significant sectors for Finnish companies are the **paper industry and metal products manufacturing**. The concentration of Finnish capital in both these industries is significantly higher than among companies operating in Poland with capital from other countries, as well as among domestic companies.

Industries in which Finnish investors specialize (share of employment in a given group of companies)

chart 3



Source: Own calculations based on Eurostat data



Museum of Contemporary Art Kiasma

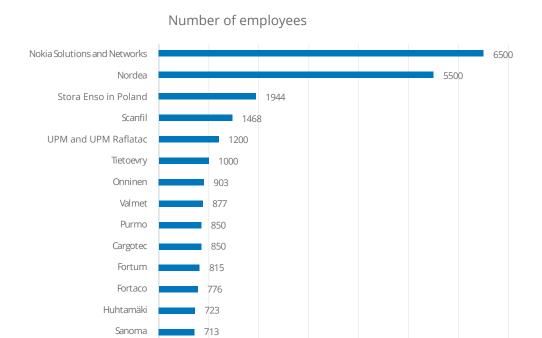
0

1000

2000

3000

4000



Source: SPCC

LEADING INDUSTRIES AMONG FINNISH COMPANIES IN POLAND

Manufacturing

This sector encompasses a wide range of activities, including the production of industrial equipment, heating, cooling, and sanitary systems, as well as yacht manufacturing. Finnish companies operating in Poland also have a significant share in the production and recycling of paper and cardboard. Finnish industrial companies are also noticeable in heavy industry. These companies invest in advanced technologies and innovative solutions that improve their efficiency.

One of the largest Finnish industrial companies in the field of equipment production is **Cargotec**, which produces and services equipment for the transport, logistics, and handling sectors. Its main plant is located in Stargard, in the Zachodniopomorskie province, where various specialized handling equipment is produced, including cranes, forklifts, and loading platforms. Cargotec also offers advanced fleet management systems that enable the monitoring and optimization of handling operations. The Kalmar brand, owned by Cargotec, manufactures and supplies container handling equipment, such as contain

er cranes, which are used in ports and container terminals worldwide.

5000

6000

7000

Purmo manufactures heating and cooling systems in Poland, which are used in residential construction and in industry. Its main plant is located in Rybnik, in the Śląskie province, where radiators are produced. Purmo also offers advanced underfloor heat-



ing systems and cooling systems, including fan coil units, cooling panels, and other devices that ensure temperature control. **Oras** is active in the installation and building equipment sector, producing sanitary fittings in Olesno, in the Dolnoślaskie province.

Finnish companies are also present in Poland in the heavy industry, particularly in metalworking, steel structure production, and industrial technologies. Among those investing in this sector in Poland are Miilux, Heatmasters, FSP Steel Painting, Alteams, Outokumpu, and Stalatube. Fortaco, a producer of cabins and steel structures, has two factories in Poland, with a third opened at the end of 2024. Ruukki, a Finnish company currently owned by SSAB, also operates in this sector. Ruukki has manufacturing plants in Żyrardów, where it produces gutter systems, and in Oborniki Wielkopolskie, where it manufactures sandwich panels used for external and internal walls and ceilings. Finnish companies also operate in niche industries such as boat and yacht manufacturing. Saxdor Yachts, based in Elbląg, is a manufacturer of luxury motor yachts - yachts from the Polish plant are exported to many countries worldwide. Axopar Boats, based in Augustów, manufactures recreational boats.

The electronics industry

The largest Finnish electronics manufacturer in Poland is **Scanfil**, which produces a wide range of electronic devices at its plants in Sieradz and Mysłowice, including components for medical, telecommunications, industrial, and consumer devices. **Darekon** also manufactures electronic devices and has its production facility in Pruszcz Gdański, Poland.

Pulp and paper industry

Many Finnish companies operating in Poland specialize in the production of paper, cardboard packaging, and wood. The largest of these is **Stora Enso**, which operates four plants in Poland producing corrugated cardboard packaging, a sawmill, and a plant producing paper, pulp, and containerboard.

Other major Finnish companies in the paper industry in Poland include **Metsä**, a supplier of hygiene products for households and professionals, and one of the leading suppliers of greaseproof paper. The company operates a production plant in Krapkowice and opened a supply chain support center in Gdańsk in 2023.

UPM Raflatac, part of the UPM Kymmene Group, specializes in producing sustainable self-adhesive labeling materials used in various industries, including food, cosmetics, household, pharmaceuticals, logistics, e-commerce, and others. The company has a significant market share in Europe and operates production facilities in Poland, as well as business service centers.

In addition to paper and cardboard production, Finnish companies operating in Poland are also involved in packaging production. For example, **Huhtamäki** manufactures food packaging in Poland. Its production plant in Czeladź, in the Śląskie Province, is one of the most important production facilities for the company in Europe.

Other Finnish companies operating in Poland are also linked to the paper industry. One of them is **Valmet**, which offers technological solutions in automation and services for the pulp and paper, as well as energy industries. The company's main production plant is located in Gliwice, where machines and equipment for the pulp and paper industry are manufactured and serviced. Valmet also produces industrial boilers, combustion systems, and solutions for energy production from biomass and waste. The second company supporting the pulp and paper sector is **Kemira**, based in Gdańsk, which produces chemicals used in the paper and pulp production processes.

Trade

One of the largest Finnish companies operating in Poland in this sector is **Onninen**, which distributes installation, electrical, and heating-sanitary materials. Onninen has a well-developed distribution network and employs approximately 900 people. The company offers a wide range of installation materials, including pipes, fittings, valves, pumps, and other products essential for plumbing, heating, gas installations, and electrical installations.

Another Finnish company active in Poland in the trade sector is **Fiskars**, one of the oldest companies in the world, founded in 1649. The company has a long history of innovation and quality, making it one of the most recognizable brands in the gardening tools market. Fiskars distributes its gardening, kitchen tools, and DIY tools in Poland. In the food sector, companies such as **Fazer**, one of the largest Finnish confectionery producers, and **Raisio**, the distributor and owner of the Benecol® brand, are active. The company **ISKU**, a supplier of high-quality office and school furniture, is also present in Poland.

Services

Finnish companies operating in Poland in the services sector are highly diversified – they operate in the financial, educational industries, as well as in energy infrastructure management and control of energy and ventilation systems.

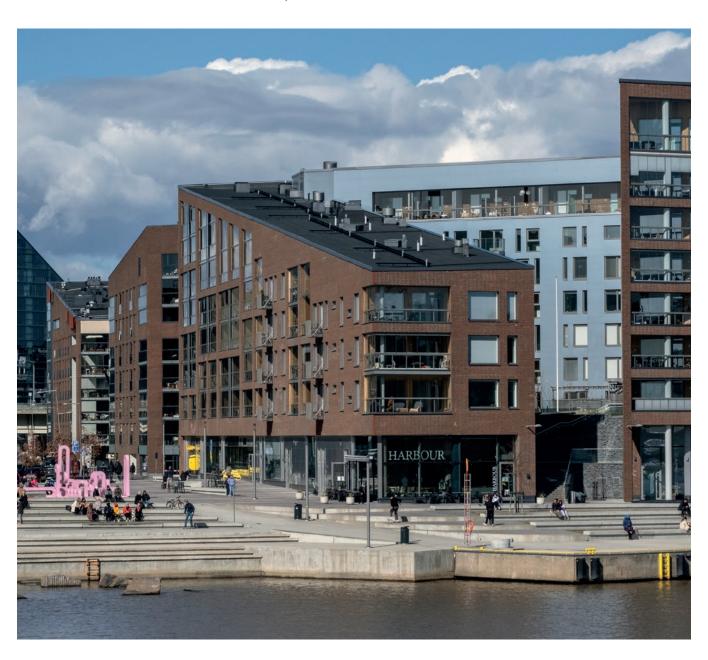
Fortum is a Finnish energy group and one of the largest Finnish investors in Poland.

Currently, Fortum owns two combined heat and power plants – in Częstochowa and Zabrze, as well as district heating networks in three cities – Wrocław, Częstochowa, and Płock. Over the past 20 years, the company has invested more than PLN 4 billion (€1 billion) in Poland. This amount includes acquisitions, restoration investments, and development in-

vestments. **Wärtsilä** offers a comprehensive range of services for the energy and marine sectors, including design and servicing, with offices in Gdańsk and Gdynia.

Sanoma, a publisher of educational materials, offers textbooks, teaching materials, and digital solutions for primary, middle and high schools.

Caverion specializes in the design, implementation, and servicing of technical systems for buildings and industry. The company operates in Poland, offering a wide range of services related to building and industrial infrastructure. In the construction sector, **YIT**, the largest Finnish developer, operates in Poland with a portfolio of 9 residential projects in three cities: Warsaw, Gdańsk, and Kraków.



BUSINESS PERSPECTIVE

Finnish design, Polish growth: YIT's commitment to sustainable urban living

YIT, the largest Finnish and a significant Eastern Central European development and construction company, has been operating in Poland since 2015, focusing on residential investments. We create high-quality living spaces that combine Finnish design, functionality, and sustainable architecture. The Polish branch plays a crucial role in our global strategy by introducing Finnish standards in urban planning, construction, and innovative housing solutions.

Poland stands out for its dynamic development and the growing environmental awareness among residential property buyers. In comparison to the Nordic countries, where high standards of sustainable construction are essentially embedded in everyday life, Poland has made remarkable and intensive progress in this sector in recent years. During nearly a decade of YIT's presence on the Polish market, we have been pleased to observe a steadily increasing interest in energy efficiency, ESG principles, and green technologies, including from a legislative perspective.

Values such as transparency, quality, environmental responsibility, and innovation form the foundation of our approach to residential space design. We bring a Finnish philosophy based on harmony with the surroundings, functionality, and aesthetics, allowing us to create comfortable living spaces. Our projects incorporate renewable energy sources, efficient rainwater management, and smart energy systems. Drawing from Finland's extensive experience, we adapt our developments to local needs.

Andrzej GorgońMarketing Director
YIT Polska



Poland – not just a market, but a space for shaping the future

ISKU delivers modern, high-quality furniture for offices and schools, combining functionality with design. While the company's showroom is located in Warsaw, its operations span across Poland—both directly and through a network of dealers. ISKU is also expanding its presence in neighboring countries, highlighting the strategic importance of this market.

Poland is a dynamic and promising market for ISKU. It is one of the most competitive in Europe, presenting both challenges and opportunities for growth. This is where the company records the highest sales growth within the ISKU group—Polish customers appreciate Scandinavian design, quality, and environmental responsibility. The education sector is particularly promising, as it is maturing towards modern solutions. ISKU not only offers furniture but also unique pedagogical expertise, filling a gap in the Polish market.

In the office sector, we observe a temporary slow-down, but ISKU remains optimistic. The company focuses on clients looking for innovative and unconventional solutions. The HoReCa and life care segments are also gaining increasing importance.

Our strength lies in a comprehensive approach. We prioritize eco-friendly products with a measured carbon footprint, high quality, and expert knowledge in space design. Collaboration with Poland is a valuable lesson for the Finnish headquarters—Poles' flexibility, rapid adaptation, and creative thinking inspire us to grow further.

The Polish furniture market has the potential to become even more innovative through knowledge exchange between Scandinavian and local companies. ISKU brings proven design concepts that enhance creativity and efficiency. This opens up new perspectives and strengthens Poland's position on the international stage.

ISKU has ambitious plans. For us, Poland is not just a market but a space for shaping the future—modern, functional, and full of innovation. Every person and every space matter to us—we focus on open communication, understanding needs, and building lasting relationships. We believe that people and their

surroundings create value, which is why our solutions support their daily lives and development.



Izabela Świtek Head of ISKU Poland

FROM HELSINKI TO GDAŃSK AND WROCŁAW – FINNISH COMPANIES EXCELLING IN NEW TECHNOLOGIES AND R&D

The new technologies sector is a dynamic area of the Finnish economy, which is developing thanks to a culture of innovation, digitalization, and cooperation between public, private, and scientific sectors. Moreover, Finland is notable for the cooperation of SMEs in the field of innovation. These factors contribute to high rankings – according to the EU Innovation Scoreboard 2024, Finland ranks 4th in Europe as an innovation leader. The Global Innovation Index 2024 ranks the Finnish economy 7th among the world's most innovative economies.

Development plans in this area are also ambitious. Over the next few years, Finland plans to double public funding for research and development to increase total public and private investments in this sector to 4% of GDP by 2030.

Naturally, Finnish companies in the new technologies sector have strongly developed their presence in Poland. They have found a suitable domestic market, the ability to reach global clients, and a skilled workforce. The largest brands operating in this sector include Nokia, Nordea, and Tietoevry.

Nokia is one of the largest employers in the technology sector in Poland. Employing approximately 6,500 employees in its branches in Warsaw, Wrocław, Kraków, and Bydgoszcz, it is also the largest Finnish employer in Poland. The company offers a wide range of solutions for telecommunications operators and technology companies worldwide.

The technology centre in Wrocław employs approximately 4,500 people, making it the largest research and development institution in the telecommunications sector in Poland and one of Nokia's three largest technology centres in the world. The Wrocław branch of Nokia has a unique R&D Laboratory. Spanning 10,000 square meters, it houses all radio technologies and the latest devices for testing their performance. The newest facility, WrOTA, features an anechoic chamber, which is the first of its kind in Poland.

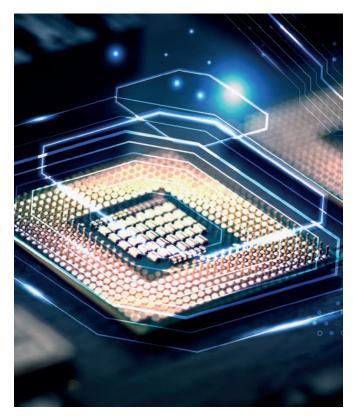
Experts from Wrocław prepare implementation scenarios and develop standards for LTE-Advanced and 5G technologies. Thanks to the presence of an automated environment and the use of a remote

testing system, the laboratory in Wrocław is used by other Nokia technology centres around the world, 24 hours a day.

Meanwhile, Nokia's R&D centre in Kraków carries out innovative projects in the field of broadband access technologies – 3G, LTE, and 5G, analyzing market trends, designing base stations, and creating software

Nordea is one of the largest banks in Northern Europe, offering a wide range of financial services for individual, corporate, and institutional clients. In Poland, Nordea has offices in Łódź, Warsaw, Gdynia, and Gdańsk, employing over 5,500 people in IT, finance, banking operations, HR, audit and many others. Nordea's IT experts in Poland are part of Nordic teams, providing full IT services to maintain and develop technical platforms and systems for clients and business units in the Nordics. Nordea actively participates in fintech initiatives, developing modern technologies and applications that improve customer experience and the operational efficiency of the bank.

Meanwhile, the Finnish company **Tietoevry** provides advanced IT services for clients in the financial, public, healthcare, and industrial sectors. The company has branches in Warsaw, Poznań, Gliwice, Szczecin, and Wrocław. Tietoevry develops and implements software for manufacturing companies, e-commerce platforms, electronic banking systems, and offers the digitalization of public services.



BUSINESS PERSPECTIVE

Nordea paves the way for new opportunities

Nordea Bank operates in four Nordic markets – Finland, Norway, Denmark, and Sweden. In Poland, it has focused on the development of business, IT, and operating services, resulting in an increase in employment of more than 5.5 thousand people. Currently, the Polish teams administer a wide range of technological, operating, and financial processes for the entire Nordea group.

One of the key areas that has significantly expanded in the recent year is preventing financial crime. Poland has become a European competence hub in this area and as such has attracted various financial institutions, including Nordea. In Poland, the bank has built teams responsible for AML (Anti-Money Laundering), sanctions, preventing financial crime, and tax evasion. These teams, comprising over one thousand four hundred experts, work to identify real beneficiaries and analyze money laundering schemes, which is crucial to ensure compliance with international regulations.

Investing in competence development in Poland, Nordea works hand in hand with universities, such as University of Łódź and Gdańsk University of Technology to open new post-graduate academic programs in financial crime prevention. Such initiatives aim to respond to a growing need for skilled experts in the field and are a significant part of the bank's overall strategy. In that regard, Poland is now becoming one of the most highly skilled countries in the world.

AML competences of the Polish specialists are a cornerstone of the bank's success

Nordea not only benefits from its presence in Poland but also significantly contributes to a positive change in the Polish economy. We place strong emphasis on implementing Nordic values, such as work-life balance, which is highly valued by employees. I believe that is what makes the Scandinavian companies positively different from their business environment. At the same time, the bank is known for treating the Polish staff just like all its other employees globally. Our Polish employees work in international teams, which facilitates sharing of knowledge and experience, as well as high level skill development. In the bank's headquarters, we place an even stronger focus on ensuring that the Poles are adequately represented in the more senior managerial roles in the international structures of the organization. Assign-

ing me the responsibility for the Nordea Group Operations area is an example of such action. Such openness to promotions strengthens the position of the Polish employees in the international economy.





FINNISH COMPANIES IN THE WOOD INDUSTRY – SUSTAINABILITY THROUGH INNOVATIONS

The pulp and paper industry in Finland is a vital sector of the economy and one of the pillars of Finnish economy. Products from the forest industry account for about one-fifth of Finland's exports. This sector is also a significant employer, directly employing about 42,000 people in the domestic market. Finnish companies operating in the pulp and paper industry in Poland play a key role in the development of the entire sector, bringing advanced technologies and innovative solutions focused on the responsible use of resources.

Through their operations and presence in Poland, Finnish companies from the paper industry contribute to increased efficiency, sustainability, and competitiveness. The investments and activities of companies are reflected in areas such as:

- Circular economy sourcing raw materials in a controlled manner, ensuring their renewability
- New materials development of bioproducts,
 e.g., biodegradable packaging and labels
- Reduction of CO₂ emissions companies invest in technologies reducing the carbon footprint of production.

In recent years, Stora Enso, in collaboration with Tetra Pak, has invested in a new beverage carton recycling line, which is expected to triple the annual recycling capacity of these materials in Poland from 25,000 to 75,000 tons. Thanks to this investment, Stora Enso's plant in Ostrołęka will become one of the main recycling hubs in Europe. Additionally, in 2024, the company announced an investment of PLN 125 million in the development of corrugated cardboard packaging production. Metsä, on the other hand, is investing in recycling technologies, allowing the production of paper and cardboard from renewable raw materials, thus reducing the use of primary raw materials.

Production at both of UPM Raflatac's plants near Wrocław, a leading manufacturer of environmentally friendly labels, is powered 100% by renewable energy. As a result, the label materials produced at the plants in Nowa Wieś Wrocławska and Biskupice Podgórne have a smaller carbon footprint. The use of renewable electricity is a key element of the Biofore Site™ program, which aims to improve the company's production facilities' performance in terms of sustainability.

Huhtamäki, like UPM Raflatac, invests in the development of biodegradable materials – its range includes products made from bagasse fiber, produced using residues from the production of sugarcane products. Metsä Tissue, which has a manufacturing plant in Krapkowice and a supply chain support centre opened in 2023 in Gdańsk, aims to have fossil-free factories and products by 2030.

Recycling initiatives, renewable energy, and biodegradable products support the development of the bioeconomy, contributing to the growth of efficiency and sustainability in the entire sector.



Helsinki, Esplanade park

BUSINESS PERSPECTIVE

Sustainable packaging of the future – development and investments by Stora Enso

Stora Enso, as a global leader in renewable packaging, biomaterials, and wooden constructions, and one of the largest private forest owners in the world, also plays a significant role in the Polish market.

In Poland, our operations focus mainly on the production of containerboard paper and corrugated board and boxes, where we employ 1,626 people. Production plants in Poland, located in Ostrołęka, Łódź, Mosina, and Tychy, are an integral part of Stora Enso's structure, supporting the company's strategic goals, such as striving for sustainability and innovation. Due to its strategic location, close to important European markets and well-developed infrastructure, Poland plays a key role in our company's global structure.

Growing environmental awareness and changing consumer preferences are leading us to develop a range of renewable material-based packaging solutions. Our goal is to become the first-choice partner for corrugated packaging solutions in Europe.

Our current growth in Poland includes:

- investments in upgrade and grow of corrugated packaging production in Ostrołęka, where the company has already established a strong position. Products made from corrugated board by Stora Enso are currently used in many market segments, such as food, beverages, electronics, furniture, and e-commerce;
- actions aimed at expanding our portfolio of renewable packaging, including ePaperBag, which replace bags made from fossil-based.

These investments highlight our commitment to further strengthening our market position and enable us to serve our customers more efficiently thanks to modernized production in Poland.

By investing in the development of production, especially in the context of growing demand for sustainable packaging solutions, we are also aware of potential risks, such as changing legal regulations that may affect our business in the future.

With our commitment to the development of sustainable packaging solutions, we aim to continue our contribution to the Polish market in a responsible and long-term manner.

Tomasz Żebrowski
President of the
Management Board
of Stora Enso Poland SA



POLAND'S TRADE WITH FINLAND

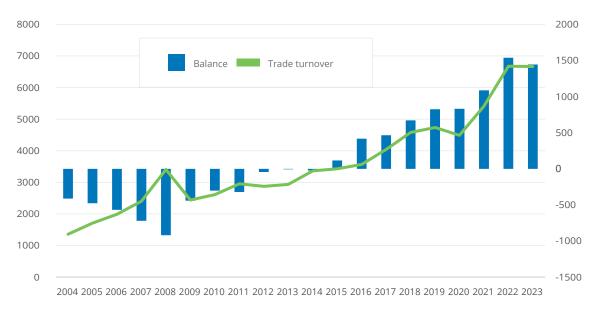
In addition to the growing inflow of Finnish capital into Poland, Finland is also an important trade partner for our country. Poland usually ranks in the top ten both in Finland's imports and exports.

Trade between Poland and Finland is growing dynamically. Since 2004, when Poland joined the EU,

the total value of bilateral transactions has increased from €1.4 billion to almost €6.7 billion, nearly a five-fold increase. For nearly a decade, Poland has consistently recorded a trade surplus with Finland, which in 2023 amounted to almost €1.5 billion. The key reason for this positive balance overall is the surplus in the trade of services, although in recent years Poland has also started to achieve a surplus in trade with Finland in goods.

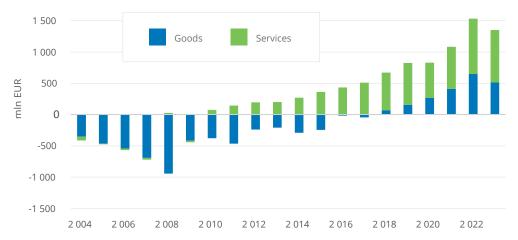
Trade in goods and services between Poland and Finland and its balance (in millions of EUR)

chart 5a

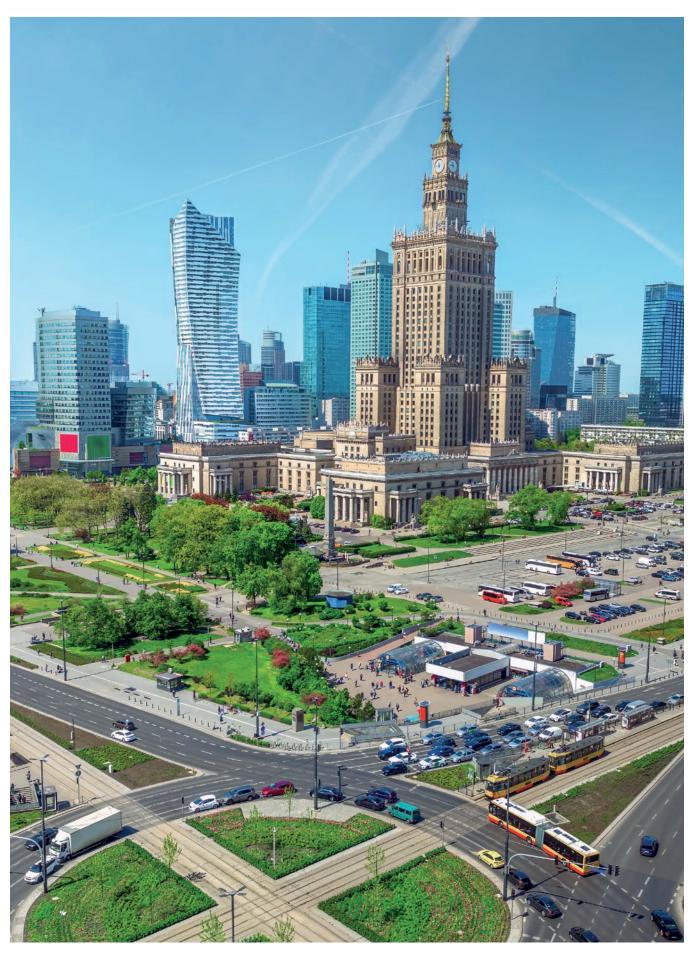


Balance of trade in goods and services between Poland and Finland (in millions of EUR)

chart 5b



Source: Own analysis based on Eurostat data



Until 2015, Poland recorded a trade deficit with Finland, but since 2016, we have achieved a stable surplus (almost €500 million in 2023). Between 2003 and 2023, the value of Polish exports to Finland increased almost sixfold from €0.5 billion to €2.7 billion, while

imports grew by 2.8 times from €0.8 billion to €2.2 billion. Although Finland ranks only in the third decade of Poland's largest export markets, Poland, in 2022, moved to 10th place in the ranking of Finland's largest export destinations.

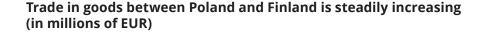
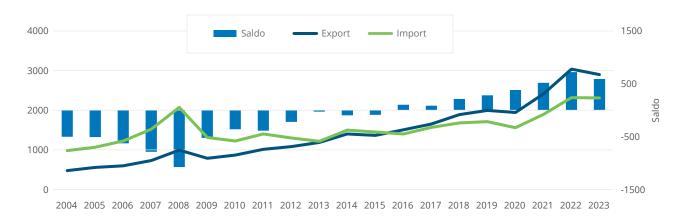


chart 6



Source: Own analysis based on Eurostat data

Scrap metal, a raw material used by Finnish steel mills, plays an important role in Poland's exports to Finland. In recent years, the role of energy resource has also grown, as the energy crisis has led to changes in the transportation routes for oil, gas, and their derivatives. Key Polish processing industries – auto-

motive parts and furniture – also hold significant positions on the list of Poland's top export goods to Finland. Additionally, steel structures play an important role, including components for port cranes, hoists, and loading platforms, directly reflecting the strong export activity of the Finnish company Cargotec.

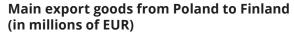
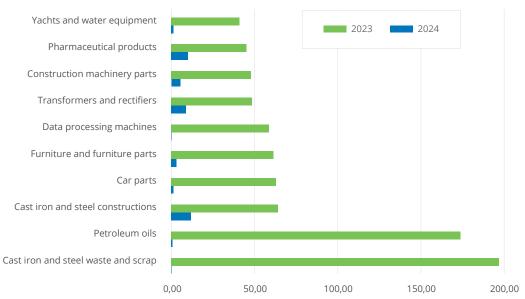


chart 7

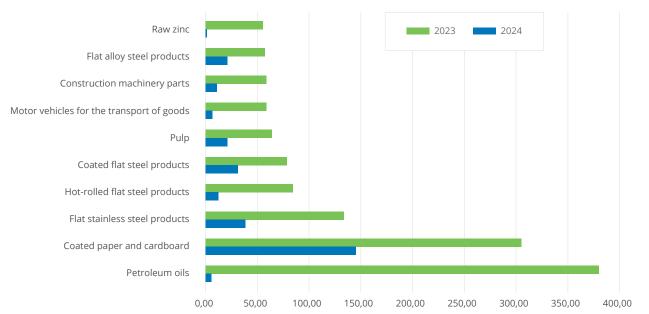


Source: Own analysis based on GUS data

Imports of goods from Finland to Poland, apart from the shipment of energy-related products (the effect of the energy crisis), mainly concern paper and cardboard as well as steel products. In the last decade, Poland has recorded a more than twofold increase in imports of paper processing products and a threefold increase in imports of flat stainless steel products. The machinery sector is also an important area of trade, especially tractors and parts for construction machinery.



chart 8



Source: Own analysis based on GUS data

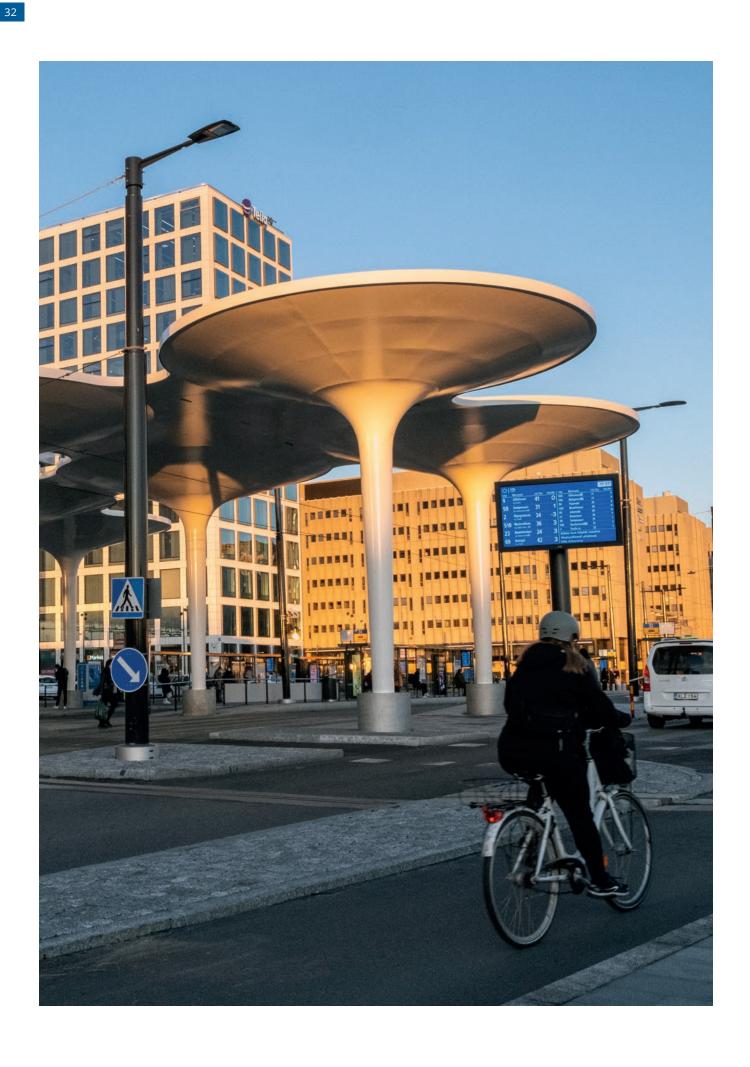
TRADE IN SERVICES

Trade in services between Poland and Finland is developing even more strongly than in goods. Since 2012, Poland has consistently recorded a trade surplus in services with Finland, which increased nearly twelvefold by 2022 to €890 million.

In 2022, Finland ranked 6th among EU countries with which Poland had the highest positive balance in trade in services.

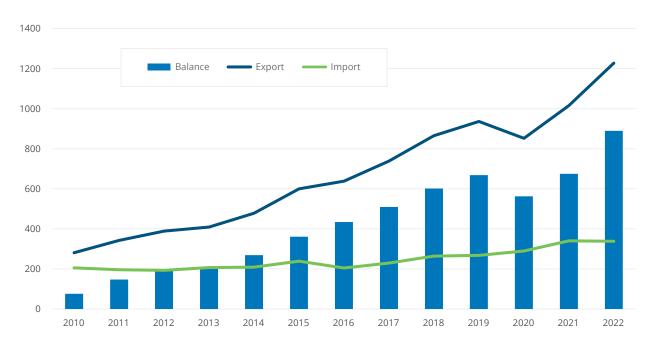
The key contributor to this surplus is the positive balance in business services, which amounted to over €500 million in 2022. Since 2012, the value of exports of these services has increased more than 3.5 times to €630 million, while the value of imports has only risen 1.6 times to €130 million. During this period, Poland has also increased its surplus in transport services (fourfold to €135 million in 2022) and in telecommunications and IT services (more than sevenfold to €110 million in 2022).





Exports of services from Poland to Finland have increased more than fourfold over the past 12 years

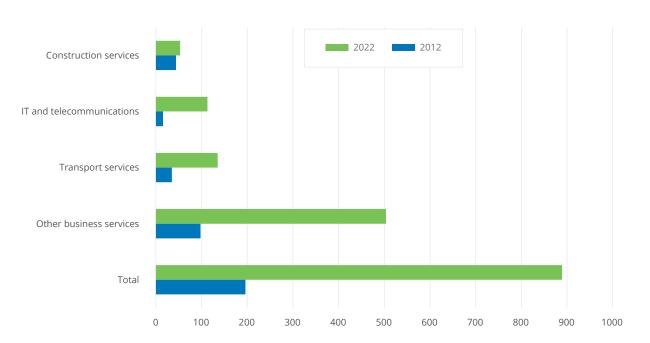
chart 9



Source: Own calculations based on GUS data

The balance of selected types of services in Poland's relations with Finland (in millions of EUR) in 2012 and 2022

chart 10



Source: Own calculations based on GUS data

GLOBAL VALUE CHAINS

In 2023, Finnish companies present in Poland accounted for approximately PLN 9 billion of Poland's GDP, which represented about 20% of the total GDP generated by all Nordic companies operating in our country.

Due to the large and growing exchange in trade, Poland is steadily increasing its share in meeting final customer demand in Finland. The latest available data (2020) shows that for every €100 spent by Finnish citizens and businesses on consump-

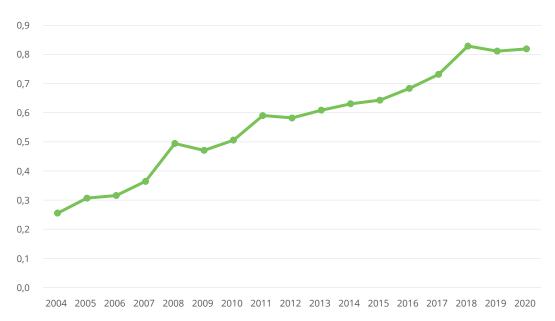
tion and investments, almost €0.80 goes to Poland. This represents value added produced in Poland that finds buyers in Finland. Over the past two decades, Poland's share in meeting final demand in Finland has tripled.

According to the latest available data, for 2020, the total impact of final demand in Finland on employment in Poland is estimated at over 53,000 people. This figure represents those employed in companies operating in Poland, along with their suppliers, producing goods that satisfy consumption and investment demand in Finland.

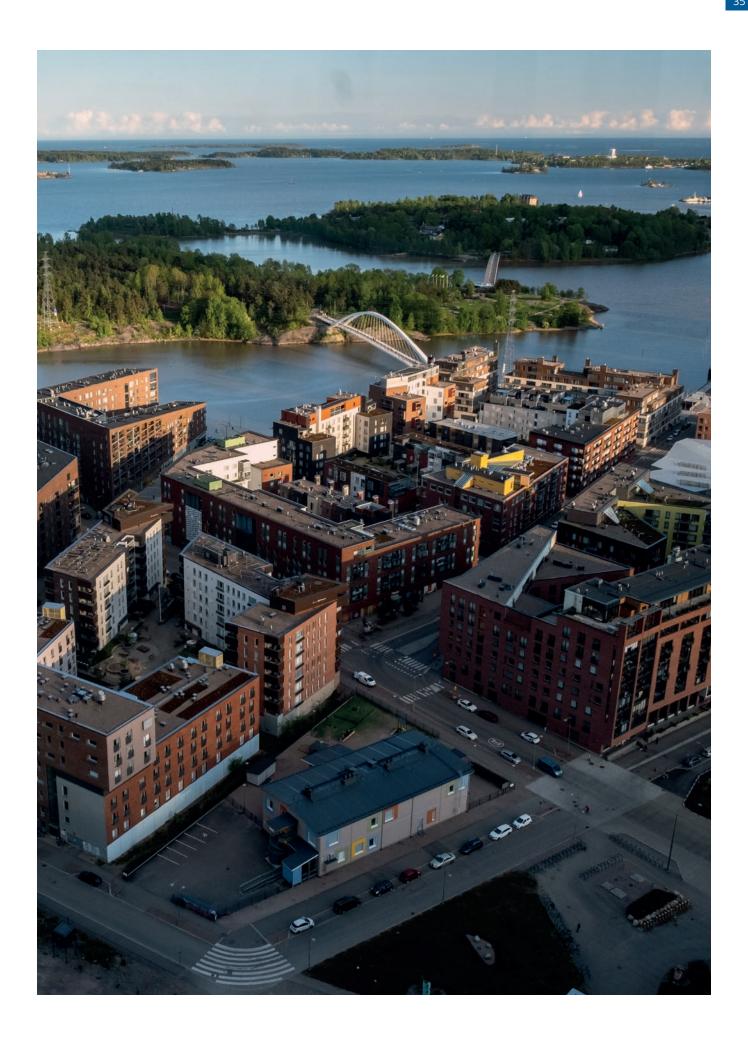
Poland's growing share in Finnish value chains

chart 11

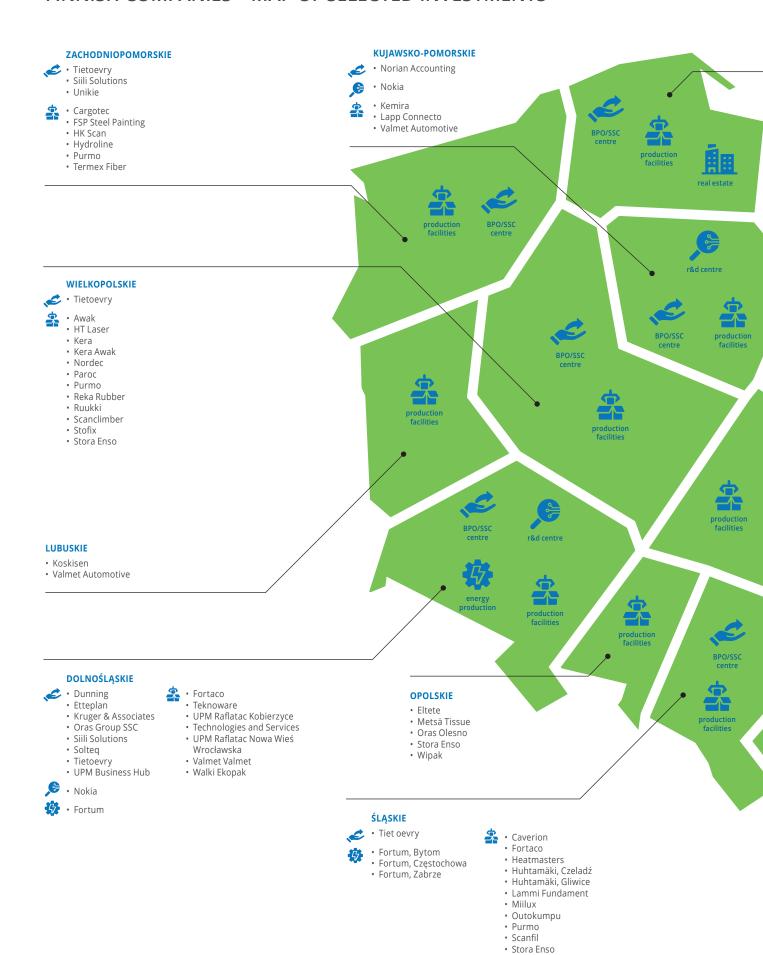




Source: Own calculations based on OECD data



FINNISH COMPANIES - MAP OF SELECTED INVESTMENTS



POMORSKIE





- Kemira
 Metsä Group Services
 Nordea, Gdańsk
 Nordea, Gdynia
 Wärtsilä

 - Alteams
 Darekon
 Fiskars
 FSP Steel
- Promeco, Gościcino
- Painting
 Gebwell

- Promeco, Strzebielino
- WARMIŃSKO-MAZURSKIE
 - Saxdoor Yachts Katko

PODLASKIE

- Axopar BoatsVA VarusteXo Boats

MAZOWIECKIE



Nordea · Tietoevry



Nokia





- Amerplast
 Fibox
 Stora Enso
 Viking Malt
 Walki Ekopak

ŁÓDZKIE



- KonvertiaScanfilStalatubeStora Enso
- Zipo

LUBELSKIE Fortaco









- TietoevryUPM HR Service Center



• Nokia • YIT

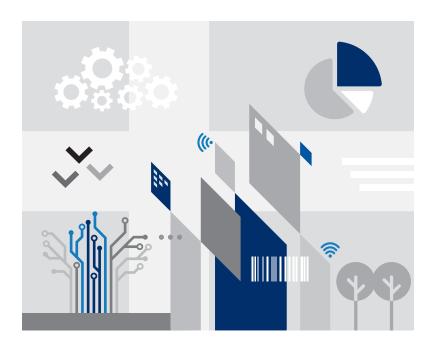
SPCC 20TH ANNIVERSARY

The report is part of a project carried out on the occasion of the twentieth anniversary of the establishment of the Scandinavian-Polish Chamber of Commerce.

A separate report dedicated to the economic cooperation between all Nordic countries and Poland can be downloaded from the website: www.spcc20thanniversary.com.

Strategic partners of the 20th anniversary of the Scandinavian-Polish Chamber of Commerce are:







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