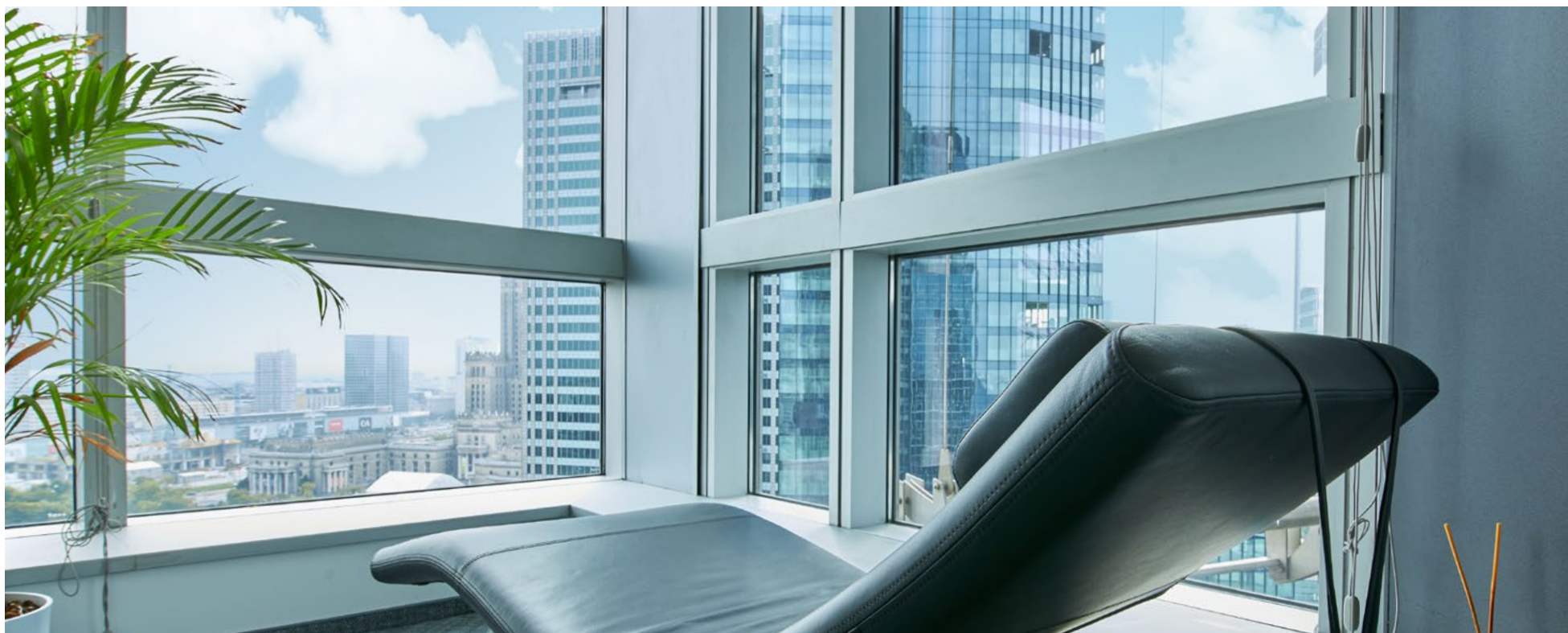




LEGAL PROTECTION WITH BUSINESS PRAGMATISM.

Ease Your Business Journey.
Relax with Expert Legal Support



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About Our Company

At Wołoszański & Partners we offer expertise in numerous practice areas, delivered efficiently. Regularly representing businesses in a vast range of industries including manufacturers, distributors, retailers, service providers, independent contractors, health care and cosmetics providers, software companies, technology companies, restaurants, and construction companies.

We possess the agility and breadth to both know you well and serve you well. Large enough to offer expertise in a broad range of practice areas, yet small enough to provide prompt and personal attention.



| | | | |
|--|------------------------|--|--------------------------------|
| Loyal returning clients: reflection of exceptional satisfaction & high service standards | 85% | Participation in court hearings | Representing in court cases |
| International cooperation | 97 countries | 35K+ | 5K+ |
| Market experience | 15 years | Average annual number of trained clients' employees | |
| | | 450+ | |

Our motto Legal Protection with Business Pragmatism is more than just a catchy slogan. It's the vision of our company, which we put into practice by considering whether or not each action will help clients solve problems and reach their goals in an efficient manner. We work in parallel with our client's existing processes and provide solutions that they can implement in their business right away.

Why Wołoszański & Partners?

We understand the specificity of business and the fact that decisions made in one area of activity often have an impact on other areas of business. Therefore, we guarantee that by working with our law firm, you will receive comprehensive solutions that take into account all of your organization's issues. But don't just believe us – take it from our satisfied clients.

Proudly Serving Among Others:



Hear it Straight From Our Clients:

“ *As the CEO of Hyundai Motor Poland Sp. z o.o., I worked closely with the team at Wołoszański & Partners law firm for over 3,5 years. Their lawyers exhibit a strong sense of professionalism and are deeply knowledgeable about the automotive industry. The team integrated very well with our company, offering support to our management at all levels and aiding the efficient operation of our processes. When it came to international matters, they collaborated effectively with Hyundai headquarters and branches and demonstrated a keen understanding of cultural nuances.*

Young Jin Lee,
President & CEO of Hyundai Motor Poland Sp. z o.o. from 2020 to 2023

Worldwide Partnership Network



Wołoszański & Partners is **the sole law firm member in Poland** of Alliott Global Alliance, a leading multidisciplinary alliance of independent law, accounting and specialist firms.

Alliott Global Alliance is ranked in the **highest band (Band 1) of Law Firm Networks in Chambers and Partners' ranking of Global Market Leaders for 2023.**

As a proud member of Alliott Global Alliance, our law firm offers worldwide connections to support our clients' international business endeavors. Through our membership, we provide access to **information, strategic advice, and services from firms in 98 countries.**

98
countries

220
firms

254
cities



The reach of the alliance extends deep into Europe, Africa, the Middle East, North America, Latin America and the Asia Pacific.

● = Legal ● = Accounting

Selected clients served by Alliott Global Alliance member firms include:

- + Air France-KLM
- + Alitalia,
- + Astex Pharmaceuticals
- + British Airways
- + Calloway Golf
- + Carl Zeiss
- + Crabtree & Evelyn
- + Credendo
- + Croda International Plc
- + Douglas Cosmetics
- + Ericsson Telecommunications
- + Fossil
- + HILTI Hungaria
- + Konica Minolta
- + LeMaitre
- + Lufthansa Group
- + Mango
- + MindMed
- + Prada, Rolls Royce Group
- + Sélection Retraite
- + Shire Plc
- + Simoco
- + STS Aviation Group
- + TATA
- + Toni & Guy
- + Uber Hellas
- + Volvo

Global Recognition

We are honored to have been acknowledged in two categories at the **2023 Annual Excellence Awards** by the Alliot Global Alliance.



"Innovator: Global Winner" (among 220 member firms worldwide)

Our law firm has been honored as the 'Global Winner' in the 'Innovator' category by the Alliot Global Alliance, recognizing its outstanding contribution to the development of pioneering products in the RegTech and LegalTech markets, among 220 member firms worldwide.



"AGA Brand Ambassador: Outstanding Achievement (Law Firm)"

Our law firm is proud to receive the 'AGA Brand Ambassador' award from the Alliot Global Alliance, acknowledging our commitment to embodying and promoting the alliance's values on a global scale. This recognition underscores our ongoing dedication to contributing positively to the global legal community.

Words from our international partners:



The law firm Wołoszański & Partners' commitment to teamwork is what sets them apart. While working together on a sales transaction of Web Shield, we appreciated their approach to building trusted relationships and their endeavours to add value. Michał Wołoszański, who coordinated the project, was a few steps ahead in planning and mitigating issues before they arose and put a great emphasis on the project's efficiency.

Paul Forsyth, Partner at Ellisons Solicitors

Wołoszański & Partners is an impressive firm with a dynamic client base and a modern outlook. They will be a critical partner in Central Europe's largest economy as we target further expansion in this important region.

Giles Brake, Alliot Global Alliance CEO

Introducing Our Management Team

Our management team embodies a diverse blend of professional expertise and legal acumen, seamlessly combining various specializations to provide high-quality legal services. With strategic approaches, versatile expertise, and a collective commitment to excellence, we deliver comprehensive support and strategic solutions for our clients, ensuring success across a spectrum of legal initiatives.



Michał WOŁOSZAŃSKI

*Managing Partner, Attorney-at-law
INSEAD Global Executive MBA*

Michał brings a unique blend of professional expertise and legal knowledge to the table. His commitment extends beyond legal realms, fueled by a genuine passion for emerging technologies and business dynamics. In corporate law transactions, Michał stands out for his strategic approach, always considering the broader perspective.



Kinga MILLER

*Partner, Advocate, Approved Compliance
Expert*

With over 15 years of professional experience, Kinga is a versatile legal expert with a strong background in civil and criminal law litigation, bankruptcy proceedings, and negotiation. She specializes in designing and implementing compliance systems, particularly in labor law. Kinga's diverse expertise ensures comprehensive support and strategic solutions for our clients.



Marta SOLARSKA-KALEŃCZUK

*Partner, COO, Data Protection Officer,
INSEAD MAP alumni*

Marta oversees intricate legal projects for our key clients, managing international projects across multiple jurisdictions. She is instrumental in implementing legal processes for our corporate clients and has adeptly administered over 4000 court cases. Marta is a specialist in the field of new technology law, bringing her expertise to the forefront of our legal initiatives.

Crafting Success with Heart & Purpose

Proactive Excellence: Your Success, Our Forethought

At Woloszanski & Partners, we believe in staying one step ahead. We actively anticipate potential challenges, saving you time and resources. It's not just about achieving success; it's about making your journey smoother.

Ethical Innovation: Your Business, Our Values

Dedicated to ethical practices, we treat your business as our own. Our transparent approach fosters clear and trustworthy collaboration, ensuring effective solutions tailored to your needs.

Collaborative Partnership: Beyond Service, Into Connection

Collaboration is at the heart of what we do. Choosing us means entering a partnership where your goals become our shared mission. We're not just consultants; we're dedicated collaborators, advancing your journey through a connection beyond the transactional.



We've fostered an environment where my team isn't just a group of legal experts; they're individuals driven by their personal passions. By encouraging them to align their interests with our legal focus, we've created a dynamic synergy that goes beyond traditional approaches.

This intentional alignment ensures that each team member isn't just fulfilling a role but is genuinely invested in the work they do. This distinctive approach sets us apart, infusing every deal with a level of commitment and proficiency that exceeds expectations.

Michał Wołoszański, Managing Partner

Engage with a Proactive Legal Team

At our firm, we understand that continuity and in-depth knowledge are the backbones of successful legal management. That's why we've developed a proven project management approach, designed to ensure that there's never a break in the flow or understanding of your case. Our commitment is to keep your project moving smoothly while keeping you fully informed and engaged throughout the process.

Dual-Lawyer System for Uninterrupted Continuity

Our innovative system guarantees that at any given moment, there are always at least two lawyers who are fully briefed and understand every detail of your case. This unique approach ensures that your project never misses a beat, even in unforeseen circumstances.



Lawyer Project Manager: Your Legal Conductor

Your journey is overseen by a specialized Lawyer Project Manager, a professional dedicated to tracking critical deadlines and coordinating all necessary tasks. This strategic position allows for seamless management of your case, ensuring that every element is executed efficiently and on time.

On-Duty Lawyer: Ready Whenever You Need

Complementing our structured approach is our On-Duty Lawyer system. This ensures that whenever you have questions or need immediate legal support, a knowledgeable lawyer familiar with your case is available to assist you. This level of readiness and personal attention is part of our commitment to your success and well-being.

At our law firm, your legal matters are our top priority. With our proven project management approach, we ensure that your case not only proceeds smoothly but does so with your constant awareness and involvement. Experience the peace of mind that comes from having a committed, knowledgeable team by your side every step of the way.

Access Your Project Info Anytime

Stay connected to your project's progress with live updates and real-time insights. Having live data at your fingertips you can swiftly address issues and mitigate risks before they escalate. Our dashboard provides a comprehensive view of your project's status. Stay informed and proactive, ensuring your project's success with accurate, up-to-the-minute information.

Streamline Project Management: Monitor Your Progress Around the Clock.



- + **Real-Time Dashboard:** Keep a finger on the pulse of your project. Our dashboard offers live insights into every detail - from the progress of each task to the overall project timeline, both for individual departments and your entire company.
- + **Effortless Access Control:** With a simple click, administrators can effortlessly invite users, assign roles, and set precise access permissions. Control access to projects, departments, and tasks, ensuring the right people have the right access.
- + **Clear Goal Tracking:** Our data visualization reports transform complex data into clear, consistent, and visually appealing insights. This makes it easier to track performance against goals and present data in a way that's both meaningful and easy to understand.

Our platform empowers you with the tools you need to stay ahead. With us you are equipped to make informed decisions, streamline communication, and maintain project momentum. Embrace the power of clarity and control as you navigate the complexities of your project, ensuring its success with every step.

Explore Our Flexible Billing Models

Just as every business has its own unique character, it also has distinct legal needs. At Woloszanski & Partners, we understand this diversity. With different industries, various business sizes, and the unpredictable nature of legal matters, we recognize the importance of tailoring our approach to fit your world.

To make it easier for you, we provide a variety of billing models to choose from, ensuring you have the freedom to select the one that best matches your budget and objectives:

- + Our 'standard' services, while capable of accommodating unique nuances, offer **fixed pricing structures** designed to meet your needs without hidden complexities.
- + Recognizing the unpredictable nature of certain cases—where factors beyond our control, like decisions from external entities, come into play—we also provide **an hourly billing model, always capped** to ensure peace of mind for our clients.
- + Looking for a more hands-on partnership? Our **outsourcing option** gives you a set number of hours each month and a dedicated supervisor to handle all your legal matters consistently. It's a model loved by many long-term clients who appreciate its reliability.



Discover our range of service and billing models and choose what suits your business best.

Client Favorites: Our Most Popular Services and Models*

* This is not an exhaustive list. Feel free to inquire about your specific needs.

Our Dedicated Legal Solutions



International Corporations

Optimize your business operations with tailored legal solutions and expertise designed for large companies.



Small and Mid-Sized Businesses

We'll manage key legal aspects and offer flexible billing to streamline your SME's costs, fostering growth and success.



Startups

From legal entity formation to intellectual property protection, we provide comprehensive legal support for startups.



Cryptocurrency Firms

From setting up your company to ensuring compliance with regulatory frameworks, we provide comprehensive support and conduct AML audits.



In-house Lawyers

We assist in-house legal teams with time-consuming tasks, adapting to your company's processes, and provide expertise in specialized areas.



Senior Directors

We offer specialized employment law advice, representation services, and staff training for employers across various sectors and organizations.



Marketing Executives

We provide concise legal guidance, services, and training for marketing professionals, ensuring your strategies are innovative and compliant.



Financial Executives

We offer targeted advice, services, and training in financial compliance and legal challenges, supporting leaders in maintaining and driving growth.



HR Executives

We offer specialized employment law advice, representation services, and staff training for employers across various sectors and organizations.

Specialized Legal Training

Our specialized training programs are crafted to equip your employees with a deep understanding of the legal aspects directly related to their areas of work. Led by seasoned attorneys who **excel in translating complex legal concepts into practical knowledge**, these sessions are tailored to non-lawyers.



Explore Our Clients' Top Training Choices:

Antitrust Law Training for Teams

- + Legal Compliance in Competition Law: Requirements and Employee Liability.
- + Breach Consequences: In-depth Knowledge and Preventive Strategies.
- + UOKiK Inspection Essentials: Key Actions and Protocols for Your Staff.

Employment Law Essentials for HR Teams

- + Hiring to Termination: Legal Guidelines and Polish Labor Law.
- + Compliance Strategies: Navigating GDPR and Labor Standards.
- + Effective Recruitment: Enhancing Strategies within Legal Frameworks.

The Legal Basics of Working with Influencers

- + How to establish effective collaboration terms with an influencer.
- + Contract of mandate or contract for specific work? Choose wisely!
- + Safe collaboration: how to avoid pitfalls and monitor actions.

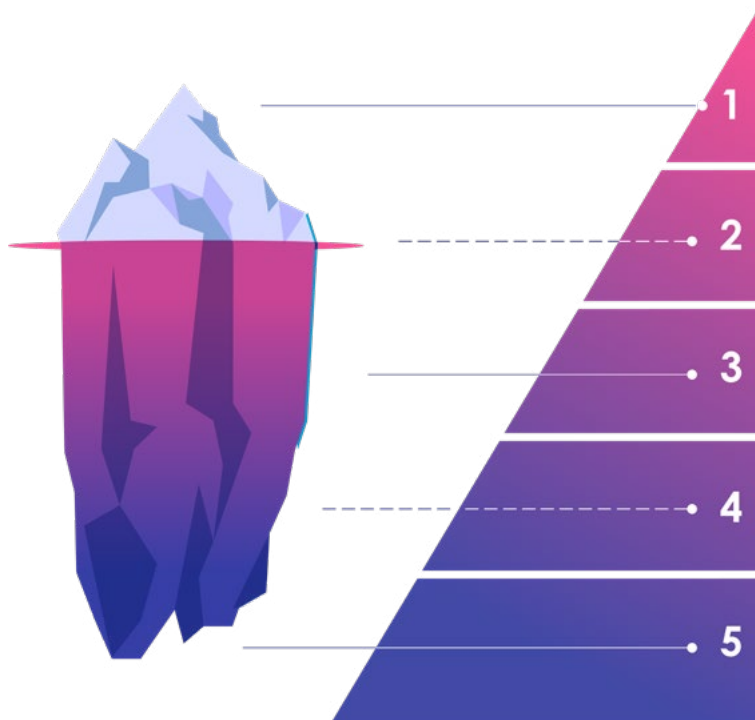
The training programs showcased are simply illustrative examples to demonstrate our capabilities. Consider them a foundation from which **we can build a customized legal training program** that aligns precisely with your specific requirements. We prioritize a personalized approach, ensuring that the content and structure of the training resonate with your team's unique needs and goals.

Legal Services Outsourcing

Ask yourself, "Would I rather pay one firm to provide all the company's legal services, or pay one employee to provide some of them?"

Considering the broad spectrum of legal challenges a business can face, it's crucial to have access to specialized knowledge and skills that go beyond the capabilities of a single employee. Outsourcing legal services offers you **comprehensive legal support through a single monthly payment**, providing access to diverse legal expertises on-demand.

Beyond the Surface: High Standards and Deep Commitment in Legal Support



High-Standard Legal Support and Expertise

We are dedicated to navigating complex legal scenarios with solutions that are both effective and specifically tailored to meet your needs.

High efficiency and precise budget tracking

We blend agile team management with efficient time allocation. Your project is in expert hands, tracked carefully through our dedicated project management system.

Effective project management

Our focus extends beyond the legal aspects to help you establish transparent legal processes with accurate documents and procedures.

Easy-to-understand communication

We ensure effective communication by crafting corporate documents and procedures that are user-friendly and easily understandable for every team member.

Real-time tracking of work progress

Check your project's live progress, including individual task advancement, overall project status, and expected versus actual time spent on our online dashboard, available 24/7.

A Smart Choice for Different Firms

Thinking about outsourcing legal services might sound like a big-business move, but not with us. At our law firm, we've made it accessible for businesses of all sizes—big, medium, and small. Our different service models cover everything you need, from day-to-day tasks to big-picture strategies, all while keeping your budget in mind.

A sizable global or regional company

Facing diverse legal needs? Trust our experts in various law fields. For urgent needs in niche legal expertise, we've got you covered with no extra effort on your part.

A branch of a global company

Required to implement global company policy in compliance with local regulations? Just leave it to us and focus on growing your business.

A fast-growing SME or start-up

Need to adapt quickly to market changes and catch emerging business opportunities? With us, you will turn this into a reality.

Whether you're a large corporation, global company branch, or a fast-growing SME/start-up, we cater to your diverse legal needs. Our close-knit team of experts ensures compliance, growth, and seamless adaptation to market changes.

Experience legal support uniquely crafted for your success.

The benefits of legal services outsourcing:

✔ Enhanced Productivity

Maximize outcomes while minimizing resources through innovative approaches, procedures, and instruments.

✔ Improved Understanding

Improve your operations management with easier, more transparent legal information sharing across your organization.

✔ Optimized Tech Integration

Secure the appropriate setup of teams, workflows, and systems for adopting new technology.



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