Your key to understanding the Slovak business environment

SLOVAK SPECTATOR

SPECIAL INVESTMENT GUIDE 2024/2025

Business in Slovakia: Top deals

Eastern Slovakia: Europe's next big investment destination



GENERAL PARTNER

SOUKENÍK - ŠTRPKA 🕵





SARIO is your one-stop shop for investment and trade in **SLOVAKIA**. Talk to us today!

INVESTMENT SERVICES

We will take your investment plans in Slovakia from A through Z to success. We provide indepth information about Slovak business environment, industry opportunities, complex information on setting up a business, site selection assistance as well as real estate consultancy, complex aftercare services for established investors, tailored events to support interconnecting investors with Slovak suppliers, innovative companies and R&D institutions.

FOREIGN TRADE SERVICES

SARIO ensures identification of potential suppliers and subcontractors by matching your sourcing and procurement needs with the potential of Slovak producers, organizes national stands at international fairs and exhibitions under the Slovak brand Good Idea Slovakia. Business missions, networking & matchmaking events bring Slovak partners closer to your company and their success in the global business arena.

SARIO IS THE OFFICIAL GOVERNMENTAL AGENCY PROMOTING SLOVAK INVESTMENT OPPORTUNITIES, BUSINESS & INNOVATIVE POTENTIAL TO THE GLOBAL BUSINESS COMMUNITY.

SARIO | SLOVAK INVESTMENT AND TRADE DEVELOPMENT AGENCY Mlynské nivy 44/b | 821 09 Bratislava | Slovakia T +421 2 58 260 100 E invest@sario.sk | trade@sario.sk

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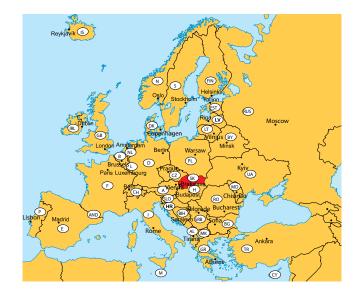
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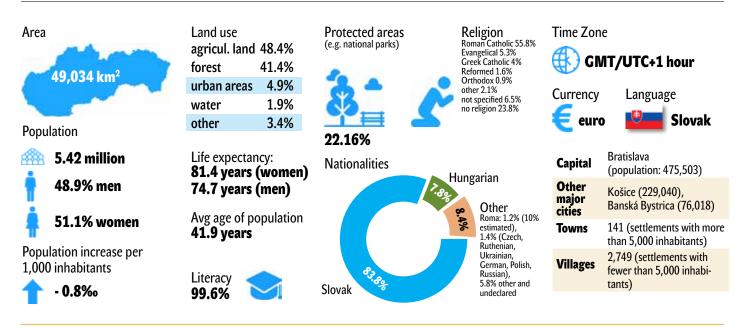
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GOVERNMENT POLICY & LEGISLATION

Membership in international institutions: European Union, the eurozone, NATO, OECD, WTO, WHO, UN, OSCE, and others

Government structure: parliamentary democracy – the cabinet headed by the prime minister holds the executive powers and the country's highest legislative body is the 150-member parliament. The president is the head of state and the formal head of the executive office with limited powers.

Free trade agreements: Slovakia, as a member of the EU (the EU is a party to trade agreements and other agreements with a trade component both in the WTO context and bilaterally with certain countries and regions) has free trade agreements with Norway, Iceland, the Faroe Islands, North Macedonia, Albania, Montenegro, Bosnia and Herzegovina, the Palestinian Authority, Syria, Tunisia, Morocco, Israel, Jordan, Lebanon, Egypt, Algeria, Mexico, South Africa, CARIFORUM States, Madagascar, Mauritius, the Seychelles, Zimbabwe, the Republic of Korea, Papua New Guinea, Fiji, Iraq, Colombia, Peru and Central America, Canada (Source: EC)

Regulation:

4

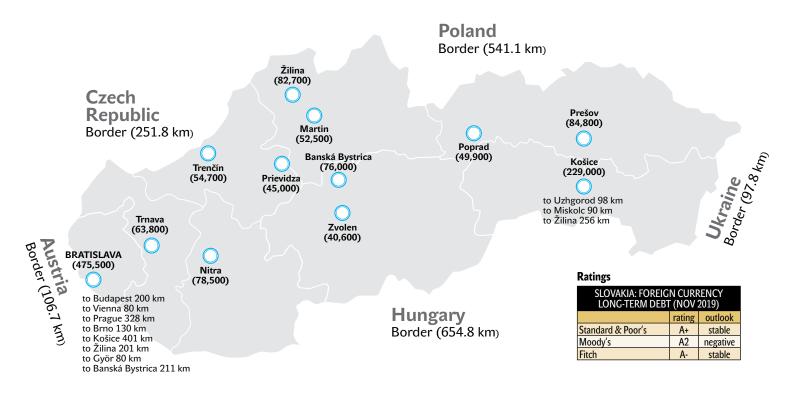
The Regulatory Office for Network Industries (ÚRSO) regulates the energy sector as well as water management in areas such as price policies, while the sector of telecommunications and postal services is overseen by the Regulatory Authority of Electronic Communications and Postal Services (RU), which along with pricing oversees the distribution of frequencies. The National Bank of Slovakia (NBS) is responsible for financial market supervision.

Taxes								
VAT basic rate	23%							
VAT reduced rate on books, newspa- pers and magazines, medicines and selected food	5%, 19%							
Income tax	15-25%							
Corporate income tax	10-24%							

Tax for motor vehicles paid by business entities only

Local taxes are set by municipalities. They include taxes for real estate, dog licences, usage of public space and others. Excise taxes are applied on alcoholic beverages (spirits, wine, beer), electricity, coal, natural gas, oil, and tobacco products Dividends: 7 or 35 percent tax. Transaction tax for businesses and other selected entities (as of April 1, 2025): Bank transfer rate of 0.4 percent, with a maximum charge of €40. The rate for ATM withdrawals of 0.8 percent.

Business entities: @ pg 7





10 REASONS

Why you should consider **SLOVAKIA** as your Investment destination





2

3

4

5

6

7

8

9

10

LOCATION

Strategic location in the heart of Europe with great export potential

SAFETY & STABILITY



EUROZONE

A member of the Eurozone since 2009 as one of the few in Central & Eastern Europe

QUALIFIED WORKFORCE Cost-effective, skilled and loyal labour

force with excellent multilingual skills

PRODUCTIVITY The highest labour productivity rate in Central & Eastern Europe (source: Eurostat)

INVESTOR-FRIENDLINESS

The Slovak government is continuously increasing the quality of the local business & investment environment

OPENESS

One of the most export-oriented and open economies in the EU (source: Eurostat)

INNOVATIVE ECOSYSTEM

The highest share of higher addedvalue jobs in CEE, ready for new investments in R&D and innovation

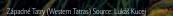
DEVELOPED INFRASTRUCTURE

Developed and steadily growing infrastructure network in regards to road, railway & flight connections

INCENTIVES

Attractive investment incentive scheme and special tax regimes for R&D activities

Source: SARIO



TIN	/ELII	NE FO	OR B		DIN(10N	HAL	LW	ITH /	SM	ALL		ACT (ON THE ENVIRONMENT*; PRUDENT TIMING AND s, development of the facility with a general contractor)
								Month			inuus	u iai po	л к, т.	Jo new	/ cmp	loyees	Action
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
																	decision
																	agreement on a future contract for the whole project (plot included)
																	establishment of a company
																	registration with state administration ¹⁾
																	"small" Environmental Impact Assessment ²⁾
																	development permit ³⁾
																	contract for puchasing the plot
																	registration of the purchased plot ⁴⁾
																	building permit ⁵⁾
																	investing (payments)
																	construction
																	hiring and training people
																	installation of equipment and machinery
																	final inspection and final approval ⁶⁾
																	start of new production after 16 months
men of t by t 1) tl 2) " rati 3) all I 4) r 5) t follo con 6) f																	

Source: GFI a.s., property development and design consultant (www.gfi.sk) and ENTO, projecting and advisory company (www.entoke.sk)

TIMELINE FOR MASS RECRUITMENT (100 NEW EMPLOYEES)										
		Мо	nth	Action						
1	2	3	4	5	6					
						identification of needs (preparation of the plan)				
						advertising, mass mail, sourcing				
1015 CVs	i CVs 1015 CVs 1015 CVs 1015 CVs					reading CVs (5,075 CVs read)				
	540 calls 540 calls 540 calls					phone screening (2,160 phone calls)				
	195 interviews 195 interviews 195 interviews			195 interviews		job interviews: recruitment agency & applicants (780 interviews)				
	135 CVs	135 CVs	135 CVs	135 CVs		introduction of selected CVs to potential employer (540 CVs introduced)				
	85 interviews	85 interviews	85 interviews	85 interviews		job interviews: potential employer & applicants (340 interviews)				
	40 applicants 50 applicants 50 applicants			50 applicants		selection of applicants for training (190 applicants selected)				
				60 applicants	60 applicants	training (120 applicants participating in a training)				
					100 employees	100 hired applicants				

SLOVAK SPECTATOR

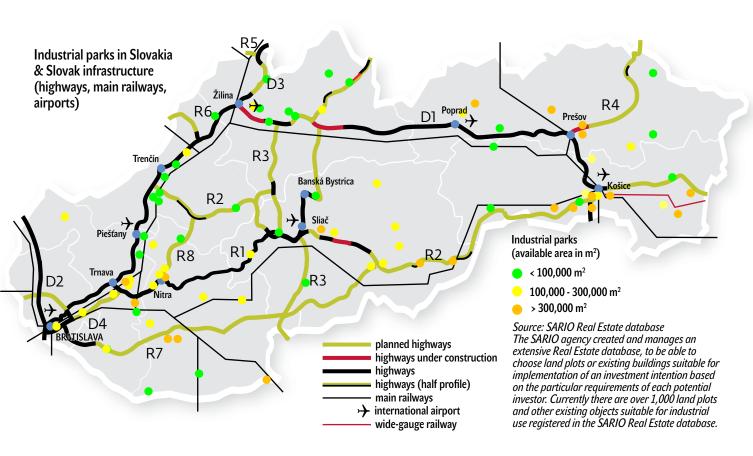
Considering third-country employees is essential, depending on the terms of the compensation package, with the understanding that the entire process may take longer. Source: Talent Solutions recruitment agency (www.talent-solutions.sk)

	GENERAL COMMERCIAL PARTNERSHIP	LIMITED PARTNERSHIP	LIMITED LIABILITY COMPANY	JOINT STOCK COMPANY	SIMPLE JOINT STOCK COMPANY				
FOUNDER OF THE COMPANY	• at least two individual or legal entities	• at least two individual or legal entities - one limited partner and one general partner	• at least one individual or legal entity but no more than 50 individual or legal entities	• at least one legal entity or at least two individual entities	• at least one individual or legal entity				
REGISIERED CAPITAL/ SHAREHOLD- ER'S CONTRI- BUTION	• registered capital or shareholder's contribution is not required	• minimum contribution in the amount of 250 EUR for each limited partner	• minimum registered capital in the amount of 5,000 EUR, minimum contribution in the amount of 750 EUR per shareholder	• minimum registered capital in the amount of 25,000 EUR, minimum contribution per shareholder is not stipulated	• minimum registered capital in the amount of 1 EUR, minimum contribution per shareholder in the amount of 0.01 EUR				
STATUTORY BODY	• each shareholder is entitled to act within the extent agreed between shareholders	• general partner	• executive officer (at least one individual entity) who cannot be registered as an obligor in Register of authorizations for enforcement	• board of directors (at least one individual entity)	• board of directors (at least one individual entity)				
ADVANTAGES	 not necessary to pay shareholder's contributions or form registered capital simple management structure option to establish GCP through two legal entities, which effectively modifies the extent of liability otherwise present in the case of a shareholder - individual entity 	 limited partner without a non-compete clause low mandatory contribution limited liability of limited partners possibility to pay profit in advance to general partners different levels of guarantees between partners - the general partner is liable for all of his/her possessions, the limited partner is liable up to the amount of his/her unpaid contribution 	 only one person is necessary to set up the company partner is only liable for the company's liabilities up to the amount of his/her unpaid contribution simple organisational structure - general assembly and executive officer higher shareholder participation in company governance than in the case of a limited partner registered capital is not required to be deposited in the bank account *2 	 shareholder is not liable for the company's liabilities shareholder anonymity except for the sole shareholder, the shareholders are not registered in the public register - the Commercial register of the Slovak Republic unlimited number of shareholders possibility to choose between private and public joint stock company 	 issuance of shares with special rights - option to adjuss share of profit, share of voting rights or access to information associating voting rights only to one share is sufficient no need to establish an obli- gatory supervisory board other grounds for winding up the company can be agreed to as a statute (beyond the scope of legal enumeration) simple entry and exit of a shareholder from the comp. members of the board of directors can be appointed for the unlimited term 				
DISADVANTAGES	 the shareholders bear joint and several liability for the partnership's debts with their entire property cannot carry out non- business activities minimum number of two partners - possible risk of winding up the company after the death or liquidation of one of the shareholders prohibition of competitive conduct for shareholders in the scope of their business 	 more extensive need to regulate the internal functioning of the company in a memorandum of association unlimited liability of the general partners minimum number of two partners - possible risk of winding up the company after the death or liquidation of one of the partner 	maximum 50 shareholders individual person can be the sole shareholder in max three limited liability companies the limited liability company with a sole shareholder cannot be the sole founder or the sole shareholder of another limited liability company shareholder cannot unilaterally withdraw from the company ompany cannot be established by person or entity with tax or customs arrears or arrears against Social Insur- ance Agency (except a foreign person or foreign entity) and by person or entity who is registered as an obligor in Register of authorizations for enforcement (Register pover- ení na vykonanie exekúcie) *1	 compulsory creation of a reserve fund (at least 10% of the share capital at the time of company's establishment) compulsory establishment of the supervisory board (at least three members) the highest costs for estab- lishing a company among all types of companies high min. registered capital members of the board of directors and members of supervisory board shall be appointed for the term max. 5 years (but they can be ap- pointed again) other obligations for public joint stock company (e.g. obligation to publish the rules of remuneration of members of bodies in company, obligation to publish the important business transactions) 	• company cannot be established on the basis of a public offer of shares • limitation of control over the company in favour of the shareholders (investors) • fees related to the establishment of the company are estimated up to the amount of 1,000 EUR + compulsory issuance of book- entry registered shares - lost shareholders anonymity + extra monthly fee related to the mandatory shareholder account				
SUITABLE FOR	 infrequently used type of business company businesses without the need for higher capital, especially for services for which the personal contribution of the entrepreneur (e. g. crafts) exceeds the need for capital 	 infrequently used type of business company entrepreneurs who want to separate the capital part from the real management of the company 	 the most widespread and most complex type of company for common business activities in the Slovak Republic suitable for small, medium and large businesses suitable for stand-alone entrepreneurship - one person can be the sole shareholder and executive officer at the same time 	banks insurance companies capital-intensive industries, e. g. heavy industry entrepreneur with a larger personal substrate may not be suitable for new entrepreneurs	• startup businesses • entrepreneur with business intentions but lacking the sufficient capital				
*1 limitation of transfer of ownership interest (e.g. transferor or transfere cannot be registered as an obligor in Register of authorizations for enforcement / transfer of ownership interest is not possible if the company is in process of the liquidation or if the company is cancelled by court or in bankruptcy or restructuring) *2 possibility to incorporate the company in a simplified manner by means of an electronic form for the creation of a memorandum of association (conditions apply) <i>Notes: For the purposes of a comparison of business companies, only business companies pursuant to section 56 paragraph 1 of Act no. 513/1991 Coll. Commer- cial Code were taken into account. Except for the above-mentioned company types, the legislation of the Slovak Republic also regulates a co-operative as an entity established for the purpose of either carrying out business activities or meeting the needs of its members. A European company was stipulated in the legislation of the Slovak Republic by Act no. 562/2004 Coll. on a European Company. The European company (Societas Europaea) is a form common to most countries in the EU. Effective as of 1 March 2024, the new Act No. 309/2023 Coll. on transformation of business companies and co-operatives contains a unified and comprehensive legal regulation of various ways of dissolution of entities with a legal successor, i.e. conversions, mergers and divisions, including their cross-border variants.</i>									

Source: SOUKENÍK – ŠTRPKA, law firm (www.akss.sk)

ECONOMIC ACTIVITIES / REGIONS	BRATISLAVA REGION	TRNAVA REGION	TRENČÍN REGION	NITRA REGION	ŽILINA REGION	B. BYSTRICA REGION	PREŠOV REGION	KOŠICE REGION	
Agriculture, forestry and fishing	0.9%	2.2%	2.3%	5.3%	2.1%	5.2%	2.8%	2.3%	
Industry in total	16 %	33.3%	29.1%	32.6%	27%	25.8%	26.2%	27.2%	
Construction	4 %	5 %	6.5%	6.8%	9.9%	9.1%	10.2%	7%	Sol
Trade, transport, accom., food serv.	22.2%	14 %	20%	18.4%	15.8%	16.3%	19%	18.9%	Source:
Information and communication	6.3%	6.4%	2.8%	3.1%	4.7%	3.5%	3.6%	7.8%	Statistics
Financial and insurance activities	4.6%	1.4%	1.5%	1.2%	1.6%	1.3%	1%	1%	tics O
Real estate activities	15.7%	14 %	6.8%	10.3%	11.2%	11.3%	9.8%	11.1%	Office of
Professional, scientific and technical activities; administ. and support serv.	10.8%	4.8%	6.2%	8.2%	10.1%	7.8%	7.7%	8.9%	the Slo
Public admin., education, health	14.8%	17 %	22.3%	12.8%	14.7%	17.4%	17.5%	13.9%	ak Re
Other	4.5%	1.7%	2.5%	1.3%	3 %	2.3%	2.2%	1.9%	/ak Republic

Share of economic activities in regional economies



Months								Method																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
																								lease of vacant (existing) space in an existing park location
																								pre-lease of desired space in an existing park location
																								built to suit in a new location - chosen by the investor
																								acquisition of an existing facility to be adop- ted for the investor's future needs
																								acquisition of serviced land and developmen of the facility with an industrial developer
																								acquisition of serviced land and developmen of the facility with an general contractor

Source: CBRE, real estate consultant (www.cbre.sk)

INFORMATION ABOUT EXISTING BUSINESSES

Business Register of the Slovak Republic Obchodný register Slovenskej republiky (OR SR)

- a database of all businesses active in Slovakia administered by the Justice Ministry www.orsr.sk

Trade Register of the Slovak Republic Živnostenský register Slovenskej republiky (ŽR SR)

- a database of all individuals working under trade licences in Slovakia www.zrsr.sk

Slovak Chamber of Commerce and Industry Slovenská obchodná a priemyselná komora (SOPK)

- gathering industrial and commercial businesses, assisting in finding a local business partner

Tel: +421 (0)2 5443-3291; www.sopk.sk Statistics Office / Štatistický úrad

- statistical information about Slovakia, a database of all businesses and institutions registered in Slovakia; Tel: +421 (0)2 5023-6222; slovak.statistics.sk

SUPPORT FOR INVESTORS

Slovak Investment and Trade Development Agency / Slovenská agentúra pre rozvoj investícií a obchodu (SARIO)

- supporting the investment projects of domestic and foreign investors, providing consultancy and aid to investors, and assisting SMEs in their search for export and trade opportunities abroad Tel: +421 (0)2 5826-0100 www.sarin sk

Business and Innovation Centre Podnikateľské a inovačné centrum (BIC)

- business and innovation consulting, transnational technology transfer, financial consulting, regional development, support in the EU Framework Programmes for research, technology development and innovation, project management and investment consulting Tel: +421 (0)2 3233-2711 www.bic.sk

Investment Support Association Združenie pre rozvoj investícií (ISA)

- support for the presentation of investments and their benefits for the development of Slovakia; www.isa-association.sk Tel: +421 (0)907 910-646

Slovak Business Agency (SBA)

- assisting small and medium businesses in Slovakia, securing the building of infrastructure for business development (incubators); Tel: +421 (0)2 2036-3100 www.sbagency.sk

Slovak Agency for International Development Cooperation / Slovenská agentúra pre medzinárodnú rozvojovú spoluprácu (SAMRS)

- administering the Slovak Aid programme, implementation of development aid programmes; www.slovakaid.sk Tel: +421 (0)2 5978-2601

Slovak Innovation and Energy Agency Slovenská inovačná a energetická agentúra (SIEA)

- free-of-charge energy consulting for households and businesses, monitoring innovation activities in Slovakia, information about opportunities to draw EU funds for innovation in businesses Tel: +421 (0)2 5824-8111; www.siea.sk

MINISTRIES

Economy Ministry Ministerstvo hospodárstva

- the departments of entrepreneurship and of export and foreign trade are part of the ministry Tel: +421 (0)2 4854-1111 www.mhsr.sk

Justice Ministry / Ministerstvo spravodlivosti

- the ministry's website provides information on courts that secure the legal process of establishing a business in Slovakia Tel: +421 (0)2 8889-1111 www.justice.gov.sk

Foreign and European Affairs Ministry Ministerstvo zahraničných vecí a európskych záležitostí

- information on embassies, consular services, and business departments of Slovak embassies abroad Tel: +421 (0)2 5978-1111 www.mzv.sk

TAXES AND CUSTOMS

Tax section of the Financial Administration of the Slovak Republic - administering taxes Tel: +421 (0)48 431-7222 www.financnasprava.sk

Customs section of the Financial Administration of the Slovak Republic

 - customs policy, customs tariffs, origin of goods, administering indirect taxes
 Tel: +421 (0)48 431-7222
 www.financnasprava.sk

CONTROL AND AUDIT BODIES

National Labour Inspectorate Národný inšpektorát práce

- state watchdog, enforcement of labourrelated legislation, work conditions and occupational safety; www.ip.gov.sk Tel: +421 (0)55 797-9902 Slovak Environment Agency Slovenská agentúra životného prostredia (SAŽP) - environmental impact assessment Tel: +421 (0)2 2211-7715

www.sazp.sk Slovak Trade Inspection Slovenská obchodná inšpekcia (SOI) - authority for internal market surveillance Tel: +421 (0)2 5827-2103; www.soi.sk

LAND REGISTRY

Katastrálny úrad / Land registry - information about land ownership www.skgeodesy.sk Tel: +421 (0)940 991-454

BANKS

Export-Import Bank of the Slovak Republic / EXIM Banka

- supporting exports by financing and insuring export credits Tel: +421 (0)2 5939-8111

www.eximbanka.sk National Bank of Slovakia

Národná Banka Slovenska (NBS) - central bank, providing statistical information about balance of payments and currency rates; www.nbs.sk Tel: +421 (0)2 5787-1111

Slovak Guarantee and Development Bank Slovenská záručná a rozvojová banka (SZRB) - providing guarantees for loans

Tel: +421 (0)2 5729-2111 www.szrb.sk

EMPLOYEES, VISA AND REGISTRATION

Bureau of Border and Foreign Police Úrad hraničnej a cudzineckej polície

- registering foreigners living in Slovakia, issuing residence permits and work permits; www.minv.sk/?uhcp Tel: +421 (0)961 050-701

Social Insurance Agency Sociálna poisťovňa

- state-run social security provider, registration of employees for social insurance funds; Tel: +421 (0)906 173-145 www.socpoist.sk

ASSOCIATIONS

Confederation of Trade Unions Konfederácia odborových zväzov (KOZ) - association of labour unions, protecting the rights of workers Tel: +421 (0)2 5023-9103 www.kozsr.sk

National Union of Employers

Republiková únia zamestnávateľov (RÚZ) - organisation of employers in Slovakia, which is comprised of two-thirds of employers producing 70 percent of GDP and 80 percent of the Slovak export Tel: +421 (0)2 3301-4280 www.ruzsr.sk

Federation of Employers' Associations Asociácia zamestnávateľských zväzov a združení (AZZZ)

- organisation of employers in Slovakia, which promotes and protects common business, commercial and employers' interests of members Tel: +421 (0)2 4425-8295 www.azzz.sk

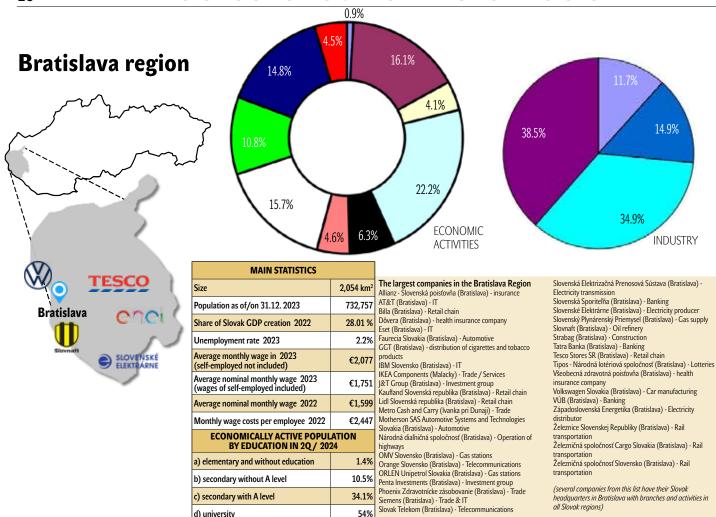
Business Alliance of Slovakia Podnikateľská aliancia Slovenska (PAS)

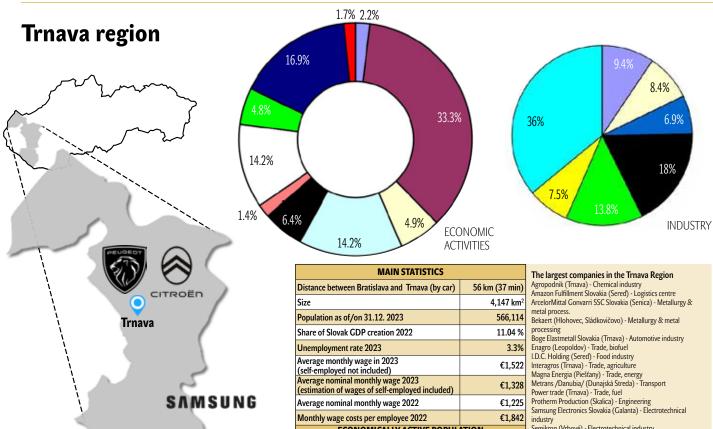
- professional association representing selected entrepreneurs and employers Tel: +421 (0)905 505-327; alianciapas.sk

Slovak Agricultural and Food Chamber Slovenská poľnohospodárska a potravinárska komora (SPPK)

- association representing companies operating in agriculture, food industry, biological, technical and related trade services, as well as NGOs and others in agriculture; www.sppk.sk Tel: +421 (0)902 656-725



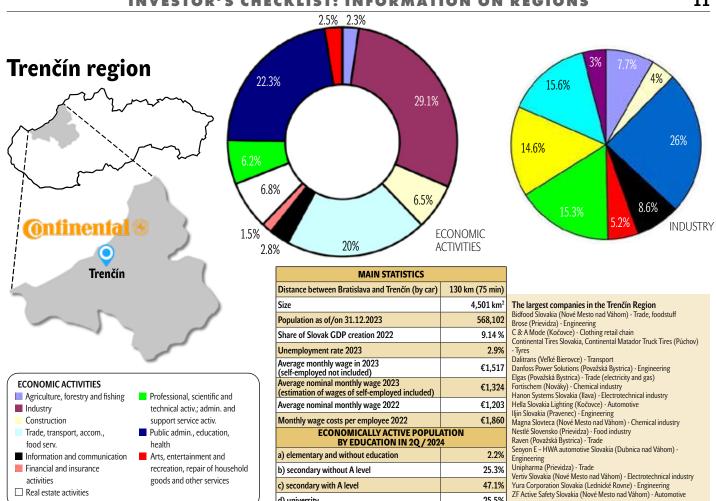




d) university

ECONOMICALLY ACTIVE POPULATION BY EDUCATION IN 2Q / 2024 a) elementary and without education 3.2% 21.7% b) secondary without A level c) secondary with A level 50.3% 24.8% d) university

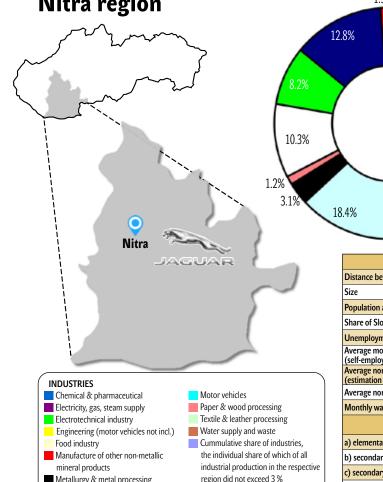
Semikron (Vrbové) - Electrotechnical industry Schaffer Skalica (Skalica) - Engineering Schaffer Skalica (Skalica) - Engineering Stellantis - PSA Torupe (Trnava) - Car manufacturing Tate & Lyle Slovakia s.r.o. (Boleráz) - Food industry Vaillant Industrial Slovakia (Skalica) - Engineering VUJE (Trnava) - Power engineering company ZF Slovakia (Trnava) - Engineering

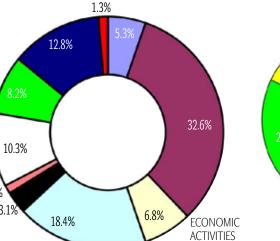


d) university

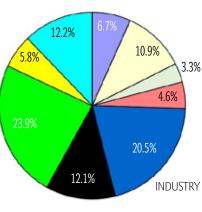


Metallurgy & metal processing



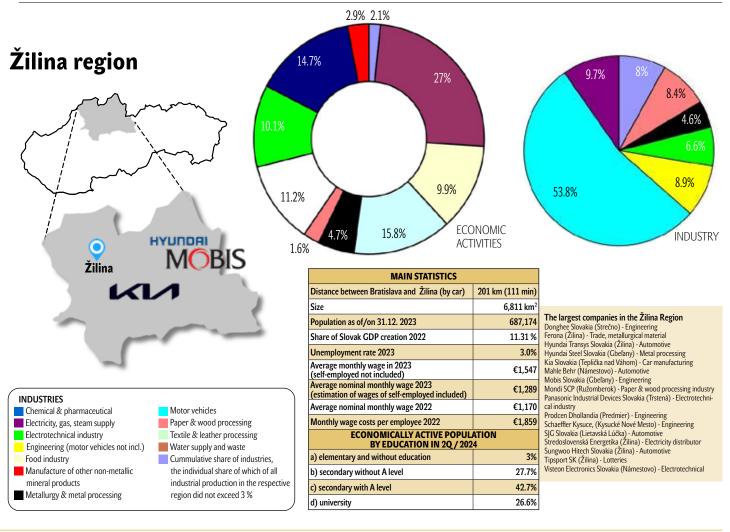


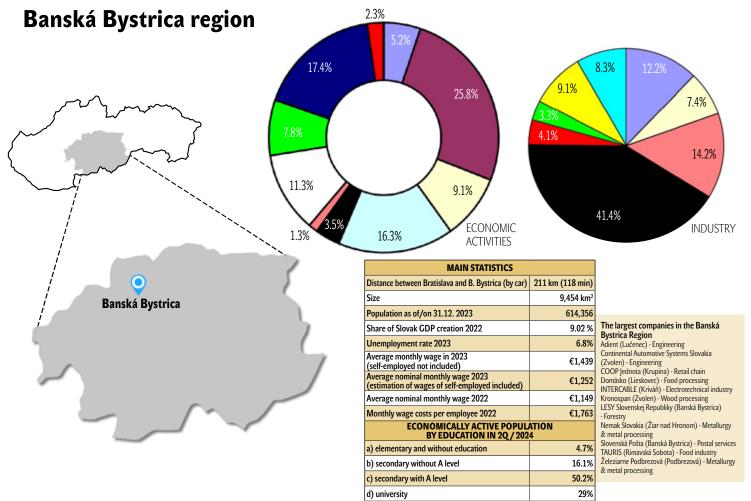
25.5%

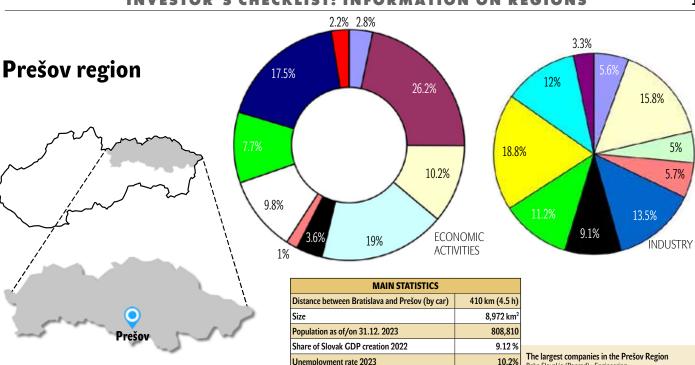


MAIN STATISTICS		
Distance between Bratislava and Nitra (by car)	94 km (56 min)	
Size	6,344 km ²	
Population as of/on 31.12. 2023	668,301	The lar
Share of Slovak GDP creation 2022	10.25 %	ACHP Le
Unemployment rate 2023	3.3%	COOP Je Duslo (Š
Average monthly wage in 2023 (self-employed not included)	€1,482	Foxconn S Gamex Tr
Average nominal monthly wage 2023 (estimation of wages of self-employed included)	€1,220	Haleon (Jaguar Li Heinekei
Average nominal monthly wage 2022	€1,104	Hyza (To
Monthly wage costs per employee 2022	€1,845	Matador Med – A
ECONOMICALLY ACTIVE POPUL BY EDUCATION IN 2Q / 202		Rieker O T a M tra
a) elementary and without education	5%	Toptrans ZKW Slo
b) secondary without A level	19.4%	21000 510
c) secondary with A level	50.2%	
d) university	25.4%	

gest companies in the Nitra Region vice (Levice) - Chemical industry dnota (Nové Zámky) - Retail chain ala) - Chemical industry Slovakia (Nitra) - Electrotechnical industry Irading (Komárno) - Trade Levice) - Chemical industry and Rover Slovakia (Nitra) - Car manufacturing Slovensko (Nitra) - Beverages poľčany) - Poultry products Automotive Vráble (Vráble) - Engineering t (Nitra) - Trade buv (Komárno) - Shoemaking industry ns spedition(Šarovce) - Trade, fuel EU (Nitra) - Transport vakia (Krušovce) - Automotive







ECONOMIC ACTIVITIES

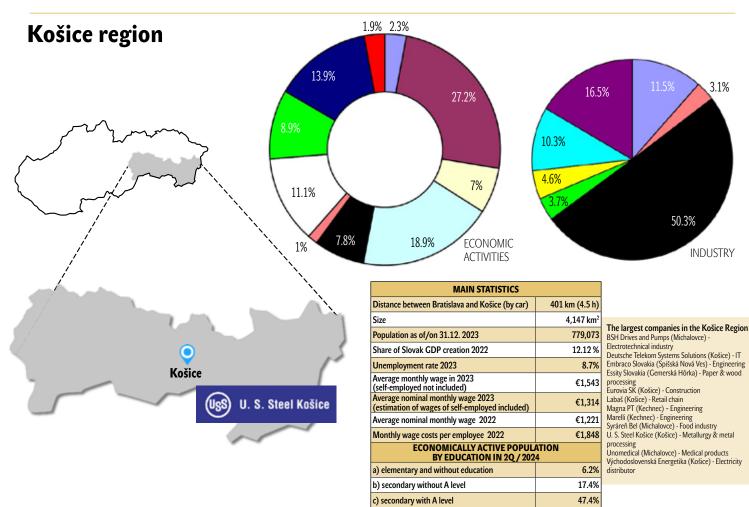
- Agriculture, forestry and fishing
 Industry
 Construction
 Trade, transport, accom.,
- food serv.
 Information and communication
 Financial and insurance
 activities
- Real estate activities
- support service activ. Public admin., education, health Arts, entertainment and recreation, repair of household
 - goods and other services

Professional, scientific and

technical activ.; admin. and



The largest companies in the Prešov Region Beko Slovakia (Poprad) - Engineering Bukóza Holding (Hencovce) - Wood processing Chemosvit (Svit) - Chemical industry KE Prešov Elektrik (Prešov) - Automotive Lear Corporation Seating Slovakia (Prešov) - Automotive Meccom Group (Humenné) - Food industry Merkury Shop (Prešov) - Furniture supplier MikAgro (Prešov) - Food industry Petroltrans (Poprad) - Sale and transport of fuel Plzeňský Prazdroj Slovensko (Velký Sariš) - Food industry Stága Slovakia (Poprad) - Engineering Tatravagónka (Poprad) - Engineering



d) university

29%

Opportunities

Slovakia promotes itself as the largest car producer per capita in the world (198 cars produced per 1,000 inhabitants in 2023) with four carmakers located in western Slovakia (Bratislava, Trnava, Nitra and close to Žilina). While a fifth carmaker, Sweden's Volvo (which is owned by a Chinese group), will open a plant near Košice in 2026, it sees even more room to develop the current network of automotive subcontractors, especially in the east of the country. The second strongest pillar of Slovakia's industry is the electrotechnical industry, with companies in Galanta, Nitra and Nové Mesto nad Váhom, to mention a few. The business service centre sector has gradually grown into third place. Most of the centres are currently located in Bratislava, with opportunities to spread to other parts of Slovakia; apart from Bratislava, Košice and Žilina also house strong IT clusters. The trend of transitioning the economy towards services is visible through the abundance of startups and R&D centres, many of which can utilise EU funds or state investment incentives.



Real estate

5 things to remember when purchasing a plot in Slovakia (questions you need to answer)

1. Locality

Where is the locality situated and how is it defined in the master plan? When was the locality built? Is the plot situated in an area that is often flooded, where there is a potential risk of pollution or are archaeological excavations often carried out there? Are there any limitations, like closeness to the airport, military facilities, gas facilities, railways with a protection zone or a protection zone for first-class roads and highways?

2. Infrastructure

Is the infrastructure built close to the selected plot sufficient? Is the plot connected to roads of international interest? Can the plot be connected to all types of networks? Will it be possible to build enough capacities to operate the locality and in what time frame? Will I, as the future owner, be able to secure access to the plot's border and its trouble-free connection to the existing public communications network?

3. Permissions

Am I able to obtain all necessary permissions required by the existing master plans and valid legislation? What are the possibilities of third parties (e.g. citizens, municipalities and rivals) to limit or stop the development activities on the plot? What is the state of the plot from the point of material burden, debits and legal disputes?

4. Construction

Is it necessary to carry out an environmental survey? Can I, as the plot's owner, effectively compete for and sign agreements over building capacities, as well as manage all development risks related to construction in the locality?

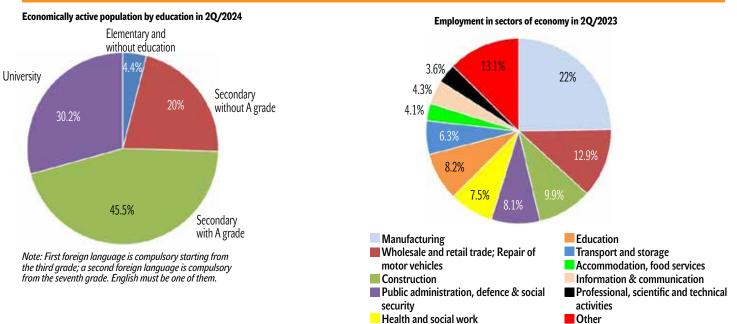
5. Economic state of the region and state aid

Is there enough labour force in the region where the selected plot is situated? What schools are in the neighbourhood? What other companies are active in the region? Am I entitled to regional investment aid?

Prepared in cooperation with Ján Rakovský, industrial agency consultant at Cushman & Wakefield Slovakia; Marián Mlynárik, head of the investment properties department at CBRE Slovakia; and Martin Manina from the Advokátska Kancelária JUDR. Michal Krnáč law firm, which cooperates with Jones Lang LaSalle.



Labour market & education



Trade unions:

Most unions in Slovakia work under the umbrella organisation Confederation of Trade Unions (KOZ). In October 2018, five trade union organisations founded a new trade union confederation called Spoločné Odbory Slovenska or the Joint Trade Unions of Slovakia in English (SOS). They claim that they do not want to compete with KOZ, but rather act as its counterbalance in defending employees' rights. A revision to the law on collective bargaining as of 2014 re-introduced the mandatory extension of higher-level collective agreements to all businesses in a given industrial sector (even those that have not signed on individually) and thus boosted the power of unions.

Career & Employment Guide:

More about the Slovak labour market can be found in our Career & Employment Guide.

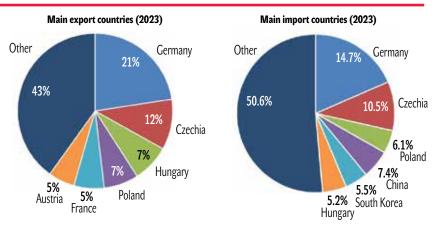


Economy & business environment

Inflation (9/2024): 2.9% GDP growth (2023): 1.4% GDP per capita 2023 (nominal): USD24,470 GDP per capita 2022 (PPP): USD39,260 Foreign trade (2023): Export: €108.4 billion, Import: €103.9 billion General government debt (2023): 56.1% of GDP

Main economic activities by gross added value:

Agriculture, forestry and fishing	2.5%
Industry	25.3%
Construction	6.7%
Trade, transport, accom., food serv.	18.8%
Information and communication	5.2%
Financial and insurance activities	2.2%
Real estate activities	12.2%
Professional, scientific and technical activities; administrative and support service activities	8.6%
Public admin., education, health	15.9%
Arts, entertainment and recreation, repair of household goods and other services	2.8%
Cumulative FDI by economic activity:	
Manufacturing	31.65%



Cumulative FDI by country of origin: the Netherlands (23%), Austria (16%), Czechia (13%), South Korea (7%), Germany (7%), Luxembourg (6%), Italy (6%), Belgium (6%), United Kingdom (3%). Note: several companies which have invested in Slovakia are registered in the Netherlands, Luxembourg or Cyprus, even though their country of origin is different.

Utility prices:

Financial and insurance activities

Information and communication

Administrative and support service activities

Electricity, gas, steam and air conditioning supply

motorcycles

Other

Real estate activities

Wholesale and retail trade; repair of motor vehicles and

Some utility prices are regulated by the Regulatory Office for Network Industries (ÚRSO). It issues new regulations at the end of the year for the next year.

25.37%

8.1%

8.8%

5.35%

6.3%

6.9%

7.53%

Electricity prices

Electricity prices for households and small companies consist of several parts of which some are regulated by the Regulatory Office for Network Industries (ÚRSO). Electricity prices for non-household consumers: €0.2442 per kWh for 2023 (Source: 2024, Eurostat)

Electricity prices for businesses in Slovakia also include regulated portions of the fee for the National Nuclear Fund (≤ 3.27 per MWh as of 2024) and the charge for operating the national grid ($\leq 1.870 \cdot \leq 15.9$ per MWh as of January 1, 2024).

Water

Regulated prices in Bratislava (water €1.5103 per m³, sewage €1.4725 m³); in Košice (water €2.1275 per m³, sewage €1.6706 per m³). *Source: water management companies in Bratislava and Košice.*

Transportation costs:

A united motor vehicle tax paid by business entities only Fuel prices (Oct, 2024): 98 octane petrol €1.687 per litre, LPG €0.715, diesel €1.401 Toll rates: €0.032-€0.253 / km (Source: www.emyto.sk)

Bank account:

Opening a bank account by a business entity: Slovenská Sporiteľňa - monthly fee from \notin 7; VÚB - monthly fee from \notin 8; Tatra Banka monthly fee from \notin 7