## Why SLOVAKIA





#### **Closer** Than You Think

#### **GENERAL INFORMATION**

Total Area 49,035 km²
Population 5.4 million
Capital City Bratislava
Member Of European Union, Eurozone,
Schengen Area, OECD, WTO, NATO
Time Zone GMT+1 hour

**SLOVAKIA** is situated in the geographical centre of Europe and is accessible from all key European economic hubs. As a fully integrated EU member, Slovakia is a part of its internal market, which means that hundreds of millions of EU citizens can be easily accessed.

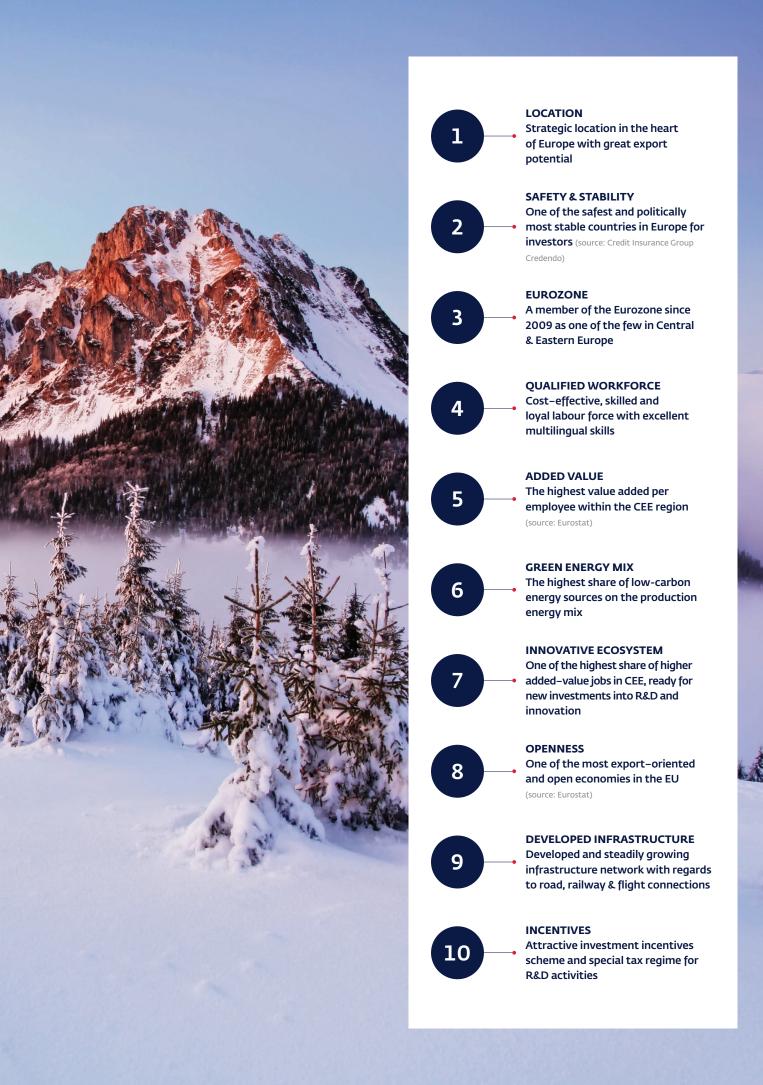


#### 10 REASONS

# Why Consider **SLOVAKIA** as Your Investment Destination

SLOVAKIA offers a competitive business environment including several distinctive features, which set Slovakia apart from other CEE (Central & Eastern Europe) countries and thus represent a unique value proposition for investors.





#### **Macroeconomic** Overview

**SLOVAKIA** is experiencing an ongoing economic expansion, driven by continually increasing domestic demand, as well as booming investments — domestic and foreign. Generally, since 2010 Slovak economy has been growing faster than the EU average.



SLOVAKIA, as one of the few countries in the region, has been a member of the Eurozone since 2009. The introduction of the euro as the official currency means for investors lower transaction costs, reduced risk of currency volatility and increased economic and financial stability.

#### **REAL GDP GROWTH (%)**



All EU countries experienced negative growth in 2020 due to the global pandemic.

Sources: GDP Growth Data: Eurostat, 2024, European Commission — Autumn 2024 Economic Forecast; Unemployment rate: Eurostat, 2024; Country Credit Ratings: S&P, Moodys, Fitch, JCR (2023). \*Forecast



## Continually Improving Business Environment

There are several activities and measures introduced by the Slovak government to increase the quality of the Slovak business & investment environment.



2015

Introduction of R&D related tax regime — R&D superdeduction



2015

Launch of official dual education system



2019

Electricity price discount for energy-intensive manufacturers



2021

Available funding for a broad range of projects & programmes from EU funds



#### 2021

Kurzarbeit — Mechanism for ensuring the retention of jobs during a crisis



#### 2022

Temporarily introduced comforting incentive rules in response to the COVID-19 pandemic and the energy crisis



#### 2023

New National strategy for R&D 2030 — an action plan with a set of 91 measures to increase the innovation performance of Slovakia



#### 2024

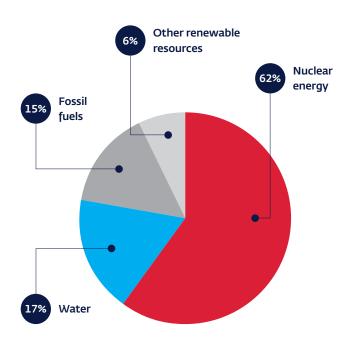
New attractive incentives scheme for sectors that are crucial in transition to carbon free economy



# Regional Leader in Environmental Performance

SLOVAKIA has one of the greenest energy mixes in Europe. In total, 85% of power in SLOVAKIA was produced from low-carbon sources (renewables and nuclear energy) in 2023. The share of renewables currently represents about 23% of total production.

#### **ENERGY PRODUCTION IN SLOVAKIA**

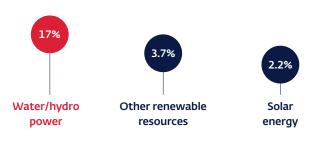


# SLOVAKIA reaches significantly higher score of environmental performance compared to other countries in the CEE region within the Environmental Performance Index (EPI) EPI— Environmental Performance Index Using 40 performance

indicators, the EPI ranks 180 countries on their national efforts

to protect environmental health, enhance ecosystem vitality & mitigate climate change

#### **COMPOSITION OF RENEWABLE SOURCES IN SLOVAKIA**



Renewable future
According to predictions
the share of renewable resources
is expected to reach about 27.3% by 2030

Source: Slovak Ministry of Economy (2024): Environmental Performance Index (2024)



## One Of the Most Open Economies In the EU

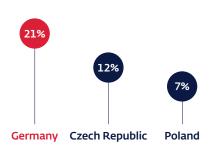
**VALUE OF EXPORT (% OF GDP)** 





#### SLOVAKIA'S Main Export Markets

Intra—EU trade accounts for 77% of Slovakia's exports (Germany 21%, Czech Republic 12%, Poland 7%), while outside the EU to United Kingdom 4%, United States 3% and 3% to China.

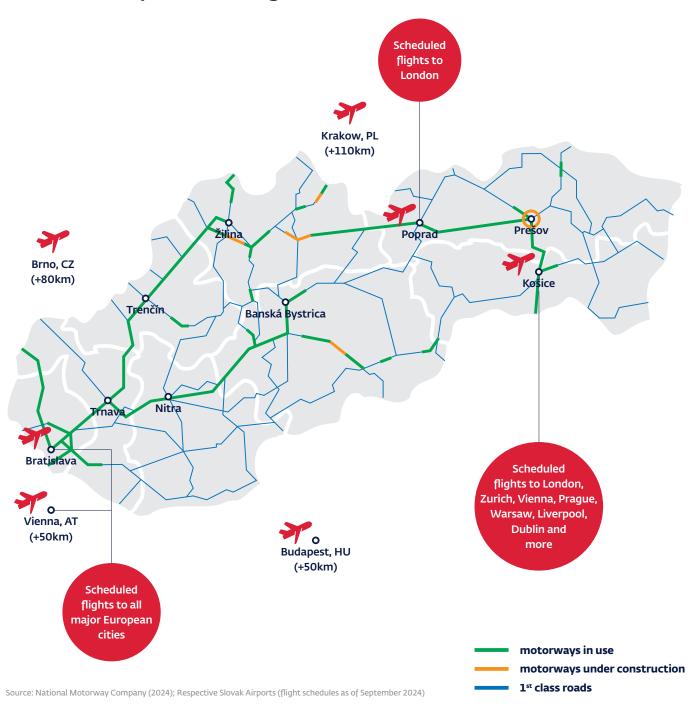


Source: Eurostat 2024 (data for 2023)



## Dynamically Developing Infrastructure

**SLOVAKIA's** national roads network provides safe and efficient travel, as well as fast and reliable transportation of goods.



## Productive & Skilled Labour Force

#### In SLOVAKIA,

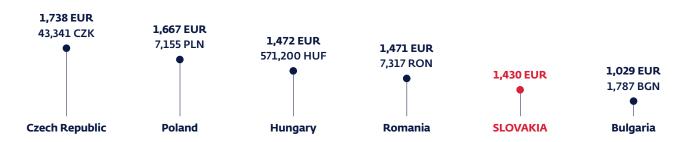
investors can find a workforce which excels in three major areas — added value, qualification & labour costs. SLOVAKIA has the highest value added per employee within the CEE region thanks to the combination of a costeffective labour force and high-quality production.



#### ADDED VALUE OF SLOVAK EMPLOYEE — GROSS OPERATING SURPLUS PER PERSON (thousand EUR per year)



#### **AVERAGE GROSS MONTHLY SALARIES** (in 2023)



## Interesting Facts & Rankings





#### AMONG WORLD LEADERS IN AUTOMATION

Slovakia belongs to top 18 countries with the highest number of installed robots in the manufacturing industries per 10,000 employees.



#### ONE OF THE HIGHEST PROPORTION OF HIGHER ADDED-VALUE JOBS

Employment in high- and medium-high technology manufacturing sectors and in knowledge- intensive services as a share of total employment is the highest in the region.



#### **CONSTRUCTIVE LABOUR RELATIONS**

Slovakia records the lowest number of lost working days due to industrial actions in Europe (per 1,000 employees).



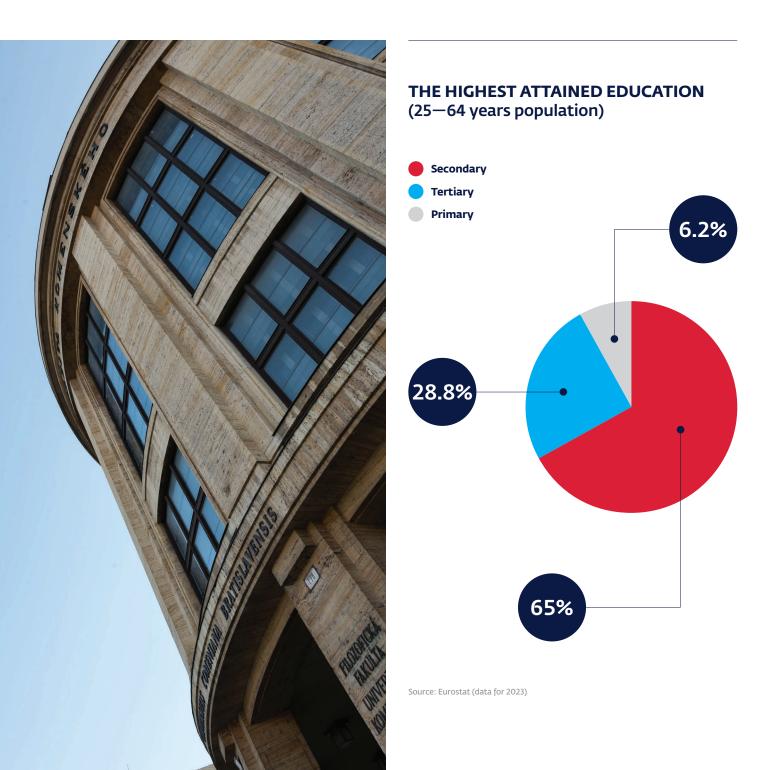
#### HARD-WORKING LABOUR FORCE

Slovakia has the highest percentage of people working at night & weekends in the CEE.

Sources: Salaries Data: National Statistical Offices of Respective Countries (salaries as of 2023); Automation: International Federation Of Robotics (2024, latest available data 2023); Higher Added-Value Jobs As a % Of Total Employment: Eurostat (2023); Industrial Actions: European Trade Union Institute (2020); The Global Talent Competitiveness Index 2023; People Working At Night & Weekends: Eurostat (2024)

## Education & Language Competencies

**SLOVAKIA** has a well-established system of secondary schools and universities preparing students for a successful entry to the labour market in line with the employer's requirements.



#### **SECONDARY EDUCATION**

#### 94%

#### **One Of the Most Educated Workforce**

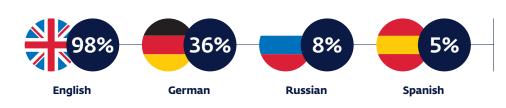
The proportion of 25—64 years old people with at least secondary level qualification, compared to an EU average of 80%.



#### **Dual Education**

The Slovak Government fully implemented a new dual education framework facilitating shared theoretical education in schools and practical training in companies. Companies joining the new scheme have the advantage of not only benefiting from a prepared and qualified labor force, but also of the possibility to utilize a related tax relief.

More than 190 schools and 1,900 companies were involved in the dual education scheme in 2023/2024



THE MOST COMMON FOREIGN LANGUAGES TAUGHT AT SLOVAK SECONDARY SCHOOLS

2023 2024

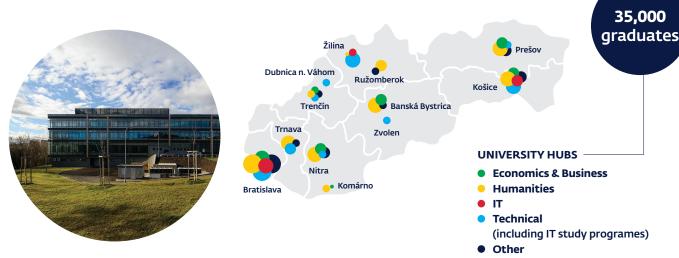
137,680

students

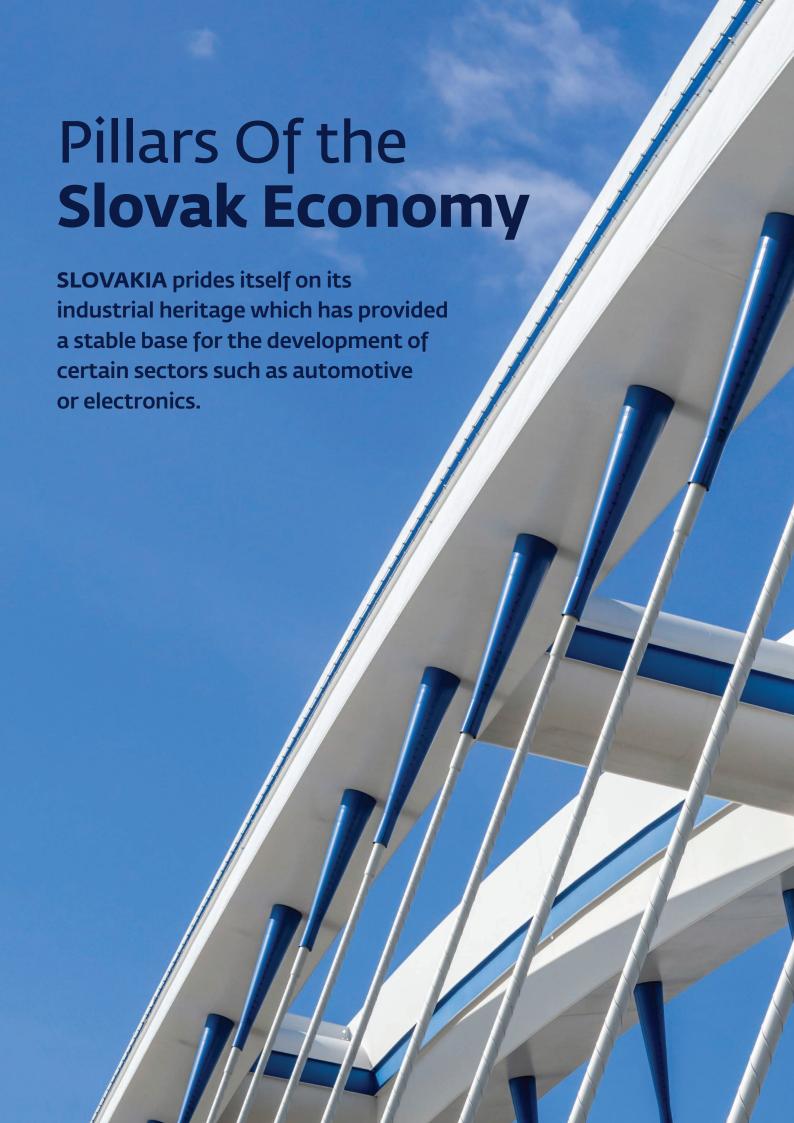
#### **TERTIARY EDUCATION**

#### **High Share Of STEM Profiles**

Every 4<sup>th</sup> 25—64 years old tertiary-educated adult studied sciences, technology, engineering and mathematics (STEM) programs.



Source: Share Of STEM Profiles: OECD (2021); Dual Education Statistics: National Union Of Employers, dualnysystem.sk (2023/2024); Languages Statistics: Eurostat (2022); Universities and Secondary Vocational Schools Statistics: Slovak Centre of Scientific & Technical Information for the Academic Year 2023/2024, Eurostat (2024, latest available data for 2023)



Over the last decade, global corporations representing various sectors have selected **SLOVAKIA** as the top location for their expansion in the CEE region.



#### **01** AUTOMOTIVE

The automotive industry has a strong tradition in SLOVAKIA and became the most important sector and driving force of the Slovak economy. With Volkswagen, Stellantis, Kia, Jaguar Land Rover and Volvo already present, Slovakia can be considered as one of the key players of the global automotive industry.

ca. 1 million vehicles produced in 2024

244,000

people employed directly and indirectly in the automotive industry 49.5%

share of automotive industry and machinery production on total industrial production

Apart from the five established carmakers, the Slovak automotive industry is also defined by its well-developed and high quality supplier network. As **SLOVAKIA** is well located within the European automotive production hub, Tier 1—2 suppliers can also benefit from a wider regional market.



**E-MOBILITY** 

Currently, 17 electric or partly electric models are being produced in **SLOVAKIA**. There is also a growing number of e-mobility suppliers.





The Machinery & Equipment Industry (MEI) in SLOVAKIA represents one of the key pillars of the Slovak economy. It has a strong historical background and maintains its stable position in the Slovak industry.

#### **02 MACHINERY & EQUIPMENT INDUSTRY**

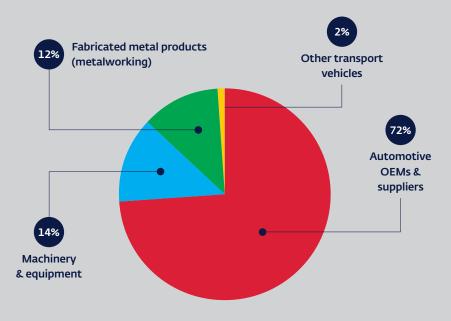
The MEI sector is of crucial importance, not only because of its contribution to the GDP and foreign trade balance, but also for its potential to create jobs and generate innovations.

€ 45.9 BN. sales revenue

39% of all industrial jobs

880+
companies active
in the sector (20+ FTEs)

#### **DIFFERENT SUBSECTORS OF MEI (based on turnover)**



Source: Statistical Office of the SR, Yearbook of Industry of the SR 2023, SARIO



The MEI in **SLOVAKIA** is closely linked to the automotive industry which is the highest contributor to investments in **SLOVAKIA**. However, it is not the only driver of the sector. Other crucial subsectors of the MEI are machinery, metalworking and production of other transportation vehicles.

#### **03 AEROSPACE**

In the space sector, **SLOVAKIA** follows up on its decades of experience in international research programmes as well as participating in two manned space missions.



## 47+ companies directly involved in the space sector with 50+ more active in related areas

€ 250 MIL.
revenues generated
by companies directly
involved in the space
sector



#### NUMBER OF COMPANIES DIRECTLY INVOLVED IN SPACE SECTOR



The Slovak aviation industry builds on an old tradition of Slovak inventions, such as early 20<sup>th</sup> century parachute or late 19<sup>th</sup> century helicopter prototype.



Source: SARIO Materials; Finstat, 2024 (data for 2023); Companies involved in space sector — SARIO calculation compiled from data of 47 companies identified as space and space—related (working in related sectors & with relevant technologies)



The Slovak EECI reflects both — traditional electronics manufacturing (power generators, telephones, radios, etc.) and new trends especially connected to the growing automotive industry (electric motors, microelectronics, sensors).



**04 ELECTRONICS & ELECTRICAL COMPONENTS** 

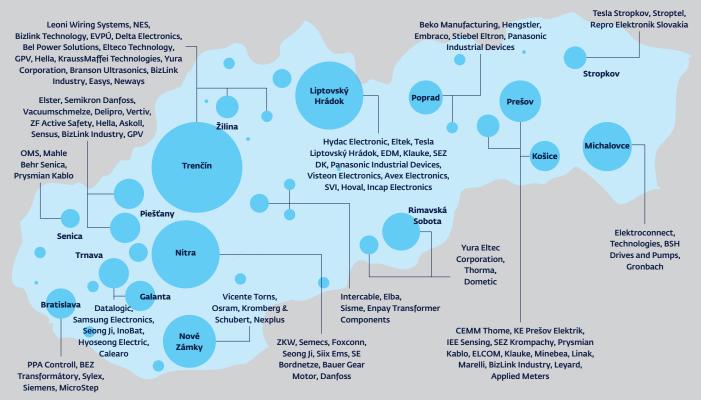
The electronics & electrical components industry (EECI) is one of the strongest contributors to the country's GDP and is also one of the biggest employers in the country.

8%
share of EECI on total
manufacturing production

**42,400**+
people employed in the EECI

212 companies in EECI (20+ FTEs)

#### DISTRIBUTION OF EECI EMPLOYEES IN SLOVAK REGIONS



Source: Statistical Office of the SR, Yearbook of Industry of the SR 2023, SARIO

#### **05 CHEMICAL & PHARMACEUTICAL INDUSTRY**

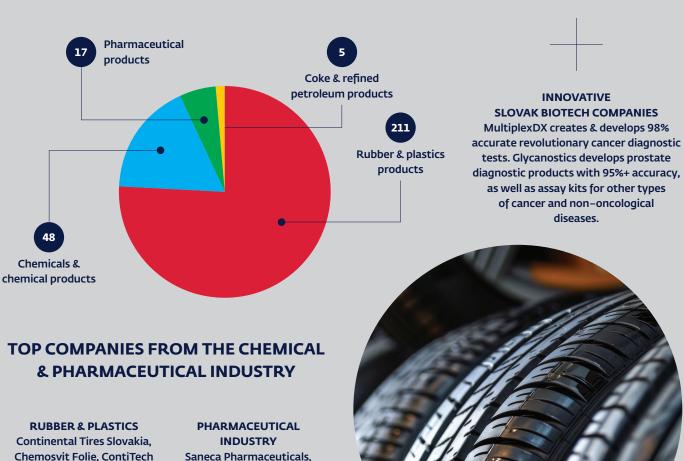
The chemical industry has traditionally been one of the largest sectors of the Slovak economy. This industry includes a diversified portfolio of hundreds of different products ranging from petrochemicals, rubber and plastic products to pharmaceuticals.

€ 14.4 BN.
revenues of the
chemical industry\*

**40,000+**people employed
in the chemical industry\*

8%
share of the chemical industry on the industrial production\*

#### NUMBER OF COMPANIES DIRECTLY INVOLVED IN THE CHEMICAL & THE PHARMACEUTICAL INDUSTRY (only the companies with 20+ employees are included)



#### Vibration Control CHEMICALS & CHEMICAL

PRODUCTS

Duslo, Fortischem, BASF,

Meroco

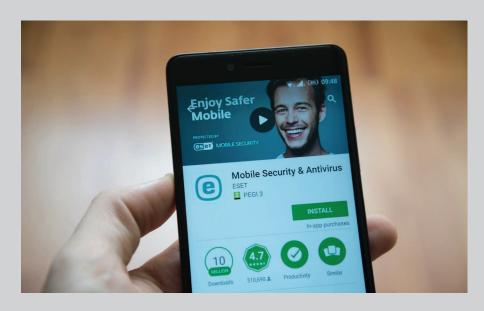
Saneca Pharmaceuticals, Biotika, HBM Pharma, Unimed Pharma

COKE & REFINED
PETROLEUM
Slovnaft, Probugas Projects

<sup>\*</sup>The data include all subsectors: Coke & refined petroleum products, chemicals & chemical products, pharmaceutical products and rubber & plastic products. Sources: The Statistical Office of the Slovak Republic, Yearbook of Industry of the SR 2023



The majority of IT services in SLOVAKIA are provided by service centers and software houses. On top of that, traditional activities of telecommunication operators are gradually expanding beyond their standard services and building a more diversified portfolio is becoming an integrated part of their business.



#### **06** INFORMATION & COMMUNICATION TECHNOLOGIES

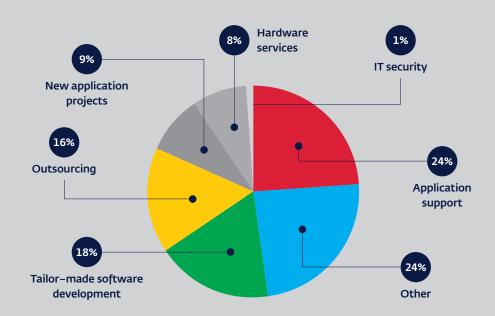
The information & communication technologies (ICT) sector has a solid position in the Slovak economy. This is demonstrated by the presence of foreign owned companies such as Deutsche Telekom IT & Telecommunications, Asseco, Accenture, Soitron, Atos as well as strong domestic companies such as Eset, Sygic.

**4.7%**ICT contribution to Slovak GDP

60,000 jobs in ICT sector **69** games development companies & studios

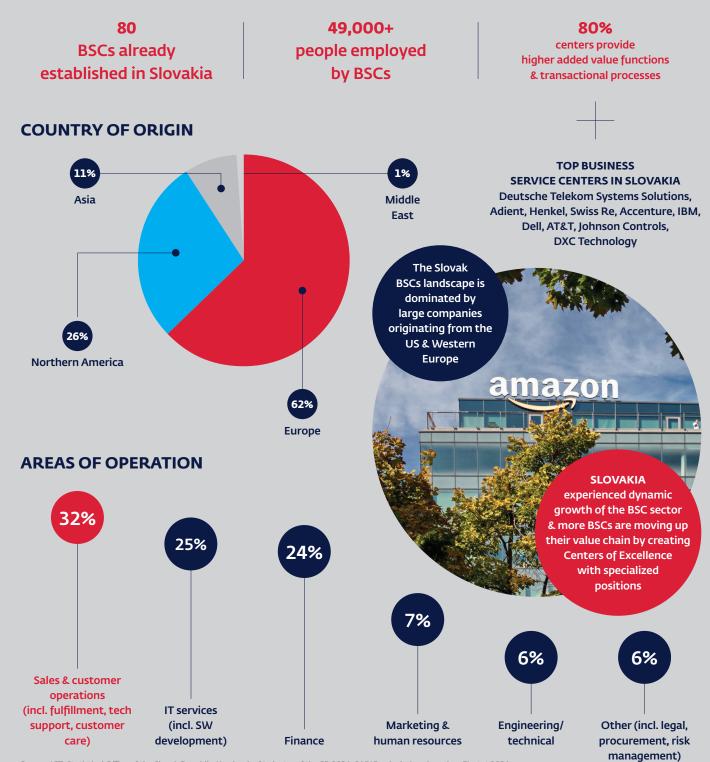
#### IT SERVICE MARKET IN SLOVAKIA

SLOVAKIA's ICT sector is dynamically expanding, especially in relation to telecommunication, computer programming, or internet information services, and presents why SLOVAKIA is an ideal destination for setting up ICT businesses.



#### **07 BUSINESS SERVICE CENTERS (BSCs)**

Thanks to the availability of labour force and its language skills BSCs in **SLOVAKIA** are evolving towards centers with higher added-value with greater emphasis on quality of their services.



Source: ICT: Statistical Office of the Slovak Republic, Yearbook of Industry of the SR 2024; SARIO calculations based on Finstat 2024 BSCs figures: AmCham Business Service Center Forum Survey, 2024; SARIO, 2024; Trend, 2019 (last available data)



#### NATIONAL STRATEGY FOR RESEARCH, DEVELOPMENT AND INNOVATION 2030

The national strategy, adopted by the Slovak Government in March 2023, presents a vision of how to make Slovakia a better place for research, development and innovation. Thanks to complex reforms and new investments, Slovakia will transform its industry, accelerate economic growth and become again more attractive destination for highly qualified talent and companies creating high added value. The strategy includes an action plan with a set of 91 measures to increase the innovation performance of Slovakia.

#### **08 RESEARCH & DEVELOPMENT**

As a top priority, the Government of the Slovak Republic is determined to attract and support investments with high added value and innovation potential.

Companies with R&D can benefit from special tax regime — an additional 100% of their R&D costs can be deducted from their tax base

#### **KEY FACTS WHY CONSIDER SLOVAKIA FOR R&D**



Highly qualified labour force at affordable costs



Many production plants in high-tech industries



Established cooperation between companies & local universities



Broad R&D and innovation network



Presence of R&D centres & technology clusters



R&D incentives

#### **09 SLOVAK INDUSTRY 4.0 SOLUTIONS**

SLOVAKIA belongs to the top 18 countries with the highest number of installed industrial robots in the manufacturing industries per employee. Such background generates a significant potential for product and process innovations as well as an implementation of the latest Industry 4.0 solutions.

#### **SARIO INDUSTRY 4.0 SOURCING**

The matching platform of SARIO, connecting the needs of large investors established in Slovakia with capacities and competencies of the most advanced local tech companies providing mainly Industry 4.0 and advanced IT solutions.

300+ technological companies in our database 180+
presentations of shortlisted
Slovak companies

#### SLOVAK TECH COMPANIES MAINLY FOCUS ON

#### **01** INDUSTRY

automation, predictive maintenance, quality control, digital factory solutions

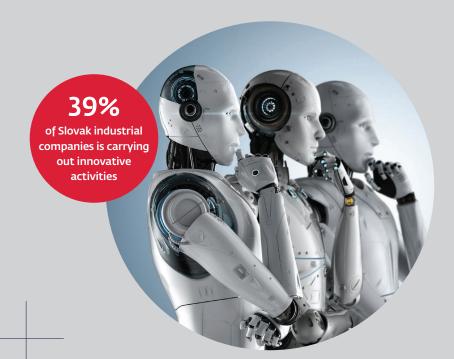
#### 02 PRODUCT DEVELOPMENT

design, prototyping, testing, tooling

#### **03 SERVICES SECTOR** software automation, outsourcing,

software automation, outsourcing cybersecurity, big data and AI

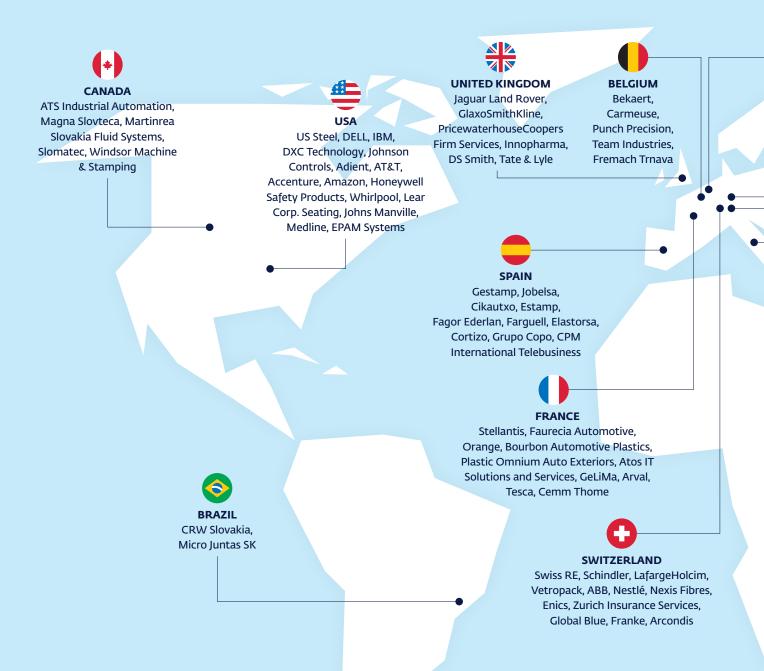




#### SAMPLE OF THE SLOVAK INDUSTRY 4.0 ECOSYSTEM

Photoneo, Asseco CEIT, MTS, Matador Automation, Rossum Integration, Twinzo, Touch4IT, M-D-J, Manex, Merchant, Robotec, RV Magnetics, iGrow Network, Sova Digital, Marpex, Develogics, BrainIT, Ditis, Bizzcom and others

## Success Stories in **SLOVAKIA**



#### 690+

Successful SARIO projects since 2002 including Volvo Cars, Jaguar Land Rover, Volkswagen, Kia, Stellantis, Amazon, IBM, Dell, Johnson Controls, Embraco, Samsung, Honeywell, Minebea and others.

### **SLOVAKIA** has been the final investment destination for several hundreds successful projects from various countries and in a wide range of industrial sectors.



#### **NETHERLANDS**

Heineken, ING Business Shared Services, Biotika, Inalfa Roof Systems, Van Doren Engineers Slovakia, AAF International, BDR Thermea



#### **GERMANY**

Brückner Group, Porsche, Bosch, Siemens, Volkswagen, Brose, Covestro, T-Systems, Schaeffler, Leoni, Mahle, Hella, KUKA, Osram, ZF, Evonik Fermas, Deutsche Telekom, Continental, Vaillant, BSH Drives and Pumps



#### CHINA

Lenovo, Yanfeng, Huawei, Mesnac, Boge Elastmetall, Leyard Europe, Xinquan



#### **SOUTH KOREA**

Kia, Samsung,
Mobis, YURA, Sungwoo
Hitech, Hyundai Steel,
Donghee Slovakia, Daejung
Europe, Seoyon E-Hwa
Automotive, Hyundai
WIA, KUNHWA Hyoseong
Electric, Hanjoo Light
Metal



#### **JAPAN**

Minebea, SE Bordnetze, Panasonic Industrial Devices, Yazaki, Marelli, Akebono, U-Shin, SIIX EMS, Brother Industries, Embraco



#### **AUSTRIA**

MIBA Sinter, Neuman Aluminium, ZKW, Uniqa4Ward RSC Raiffeisen Service Centre, Kronospan, Erste Digital, Pöttinger, Casa 7



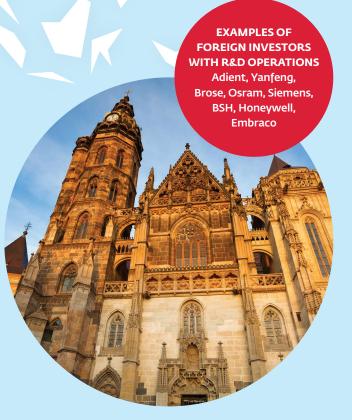
#### ΙΤΔΙΥ

Marelli, Brovedani, SISME,Bonfiglioli, MTA, Intercable, Mevis, Lombardini, C.I.M.A., Lowa, Meta System, Leitech



#### TAIWAN (CHINA)

AU Optronics, Foxconn, Delta Electronics

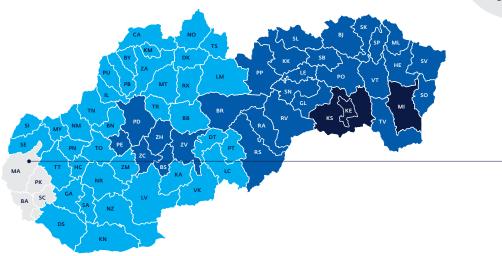


## Investment Incentives

#### MAXIMUM REGIONAL INVESTMENT AID INTENSITY

The primary goal of the investment incentives is to motivate investors to place their new projects in regions with higher unemployment and to attract projects with higher added value.





#### **ELIGIBLE PROJECTS**

The Act on Investment Incentives divides the projects, which may be supported, into four categories:

- industrial production
- technology centers
- combined projects of industrial production and technology center
- · shared services centers

#### **ELIGIBLE COSTS**

- · Costs of land acquisition
- Costs of buildings acquisition & construction
- Costs of new technological equipment and machinery acquisition
- Intangible long-term assets licences, patents, etc.
- Rent of new land/building
   or
- Total wage costs of all new employees calculated over a period of 2 years









additional incentives for medium-sized enterprises

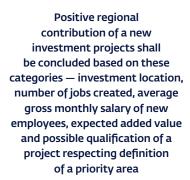


additional incentives for small and micro-sized enterprises

#### FORMS OF INVESTMENT INCENTIVES

- Corporate income tax relief
- Cash grant
- Contributions for the newly created jobs
- Rent/Sale of real estate for a discounted price

Please contact us at invest@sario.sk for more information (including minimum conditions).





CEE & TURKEY REGION
Best Investment Promotion
Agency in 2022



#### **SARIO** Profile

SLOVAK INVESTMENT AND TRADE DEVELOPMENT AGENCY (SARIO) is a governmental investment and trade promotion agency of the Slovak Republic. The agency was established in 2001 and it operates under the Ministry of Economy of the Slovak Republic.

#### **01** INVESTMENT SERVICES

#### FOR POTENTIAL INVESTORS

- · investment environment overview
- organization of the investor's visits of Slovakia
- starting a business consultancy
- · sector and regional analyses
- investment incentives consultancy
- site location & suitable real estate consultancy

#### FOR ESTABLISHED INVESTORS

- identification of local suppliers, service providers
- assistance with expansion preparation and execution
- assistance with Industry 4.0 solutions and R&D implementation

#### **02** FOREIGN TRADE SERVICES

#### IF YOU ARE LOOKING FOR

- Slovak supplier or subcontractor
- information about Slovak export/trade environment
- · sourcing opportunities
- forming a joint venture, production cooperation or other forms of partnership with a Slovak partner

#### **SERVICES FOR EXPORTERS**

- information on foreign territories
- · customized search for foreign partners
- online database of business opportunities
- export Training Centre
- subcontracting assistance

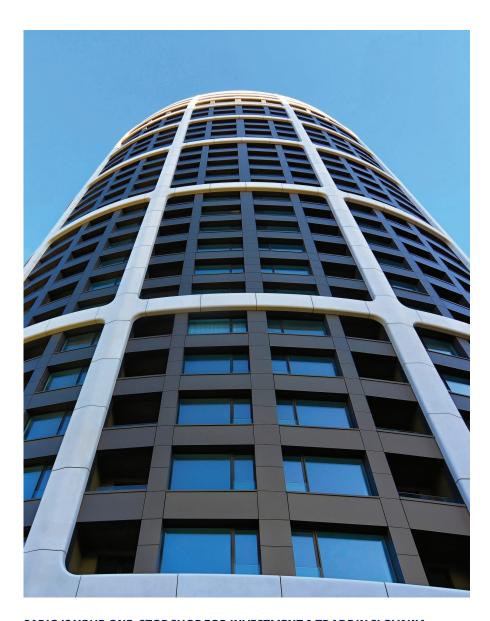
#### **03** SLOVAK SPACE OFFICE

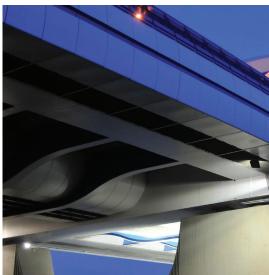
#### FOR SLOVAK ENTITIES

- tailor-made sector entry consultancy
- startup creation through hackathons and incubation programs
- cooperation opportunities through matchmaking events
- internationalization of the Slovak space companies and research institutions

#### **FOR FOREIGN PARTNERS**

- customized search for local partners
- assistance with establishing branch in Slovakia
- · cooperation on space industry events





#### SARIO IS YOUR ONE-STOP SHOP FOR INVESTMENT & TRADE IN SLOVAKIA. TALK TO US TODAY!

#### SLOVAK INVESTMENT AND TRADE DEVELOPMENT AGENCY

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