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 around 500 million EU citizens can be easily accessed.

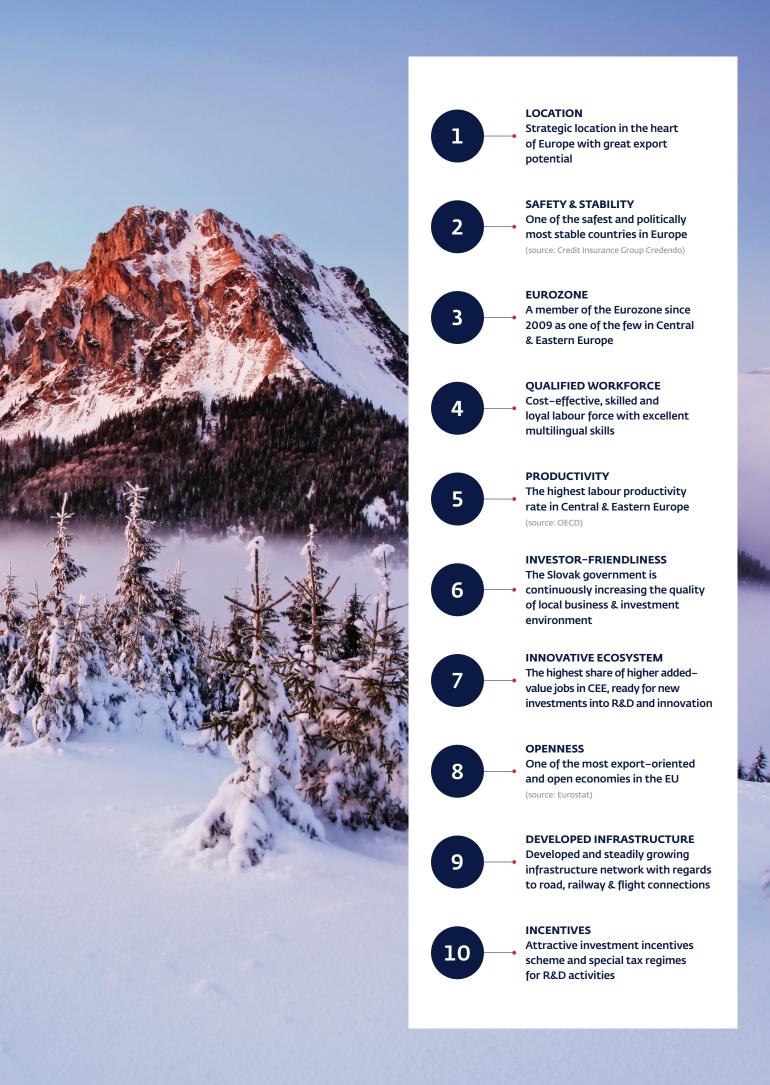


10 REASONS

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 and is expected to achieve one of the highest growth rates in the CEE in 2023.



Slovak economy
has been growing also
in terms of quality.
Between 2010 and 2020
SLOVAKIA experienced the
highest average growth
of added value in the
industrial production in
the CEE.

REAL GDP GROWTH (%)



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

Sources: GDP Growth Data: European Commission, European Commission: Spring 2022 Economic Forecast; Credit Ratings Data: S&P, Moodys, Fitch, OECD (2022); Indebtedness Data: Eurostat (2020); Improving Business Environment: SARIO (2022)



Continually Improving Business Environment

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



2013
Introduction of RIS3 smart
national R&D strategy



2015
Introduction of R&D related tax regime — R&D superdeduction



2015
Launch of official dual education system



2017
Decreased corporate income tax rate to 21%



2018

New attractive investment incentives scheme



2019

Electricity price discount for energy-intensive manufacturers



2020

Mechanism for reduction of bureaucracy and costs '1 in—1 out' rule (by 1/6/2021), '1 in—2 out' rule (by 1/1/2022)



2021

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



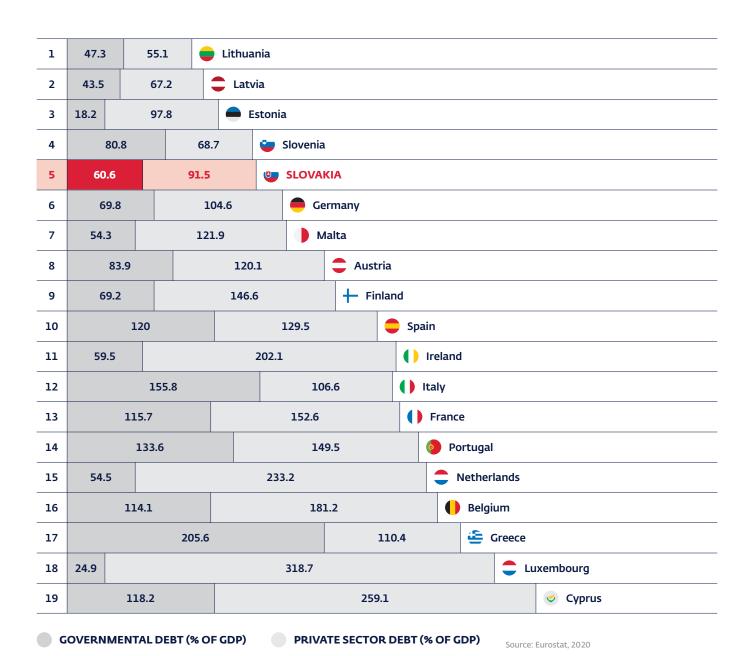
2022

More attractive incentives rules as a response to Covid and Energy crisis



One of the **Lowest Indebtedness** in Eurozone

Healthy governmental and corporate finances are linked to low risk of implementation of austerity measures which would negativelly affect business and private sector.





The Most Open Economy in the EU

EXPORT (% OF GDP)

4TH PLACE IN THE EU

93.9%

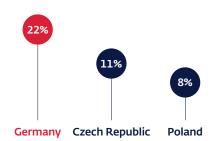
Export Of Goods

Export Of Goods & Services

SLOVAKIA'S Main Export Markets



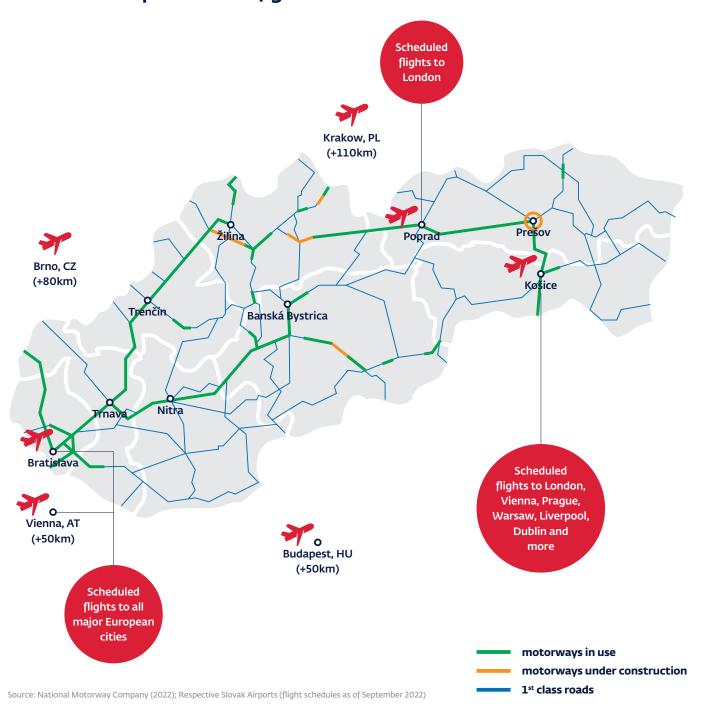
Intra—EU trade accounts
for 79% of Slovakia's exports
(Germany 22%, Czech Republic 11%,
Poland 8%), while outside the EU 4% each
go to the United States, the United
Kingdom and 3% to China.





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 — productivity, qualification & labour costs. SLOVAKIA is a regional leader in labor productivity, while remaining cost—competitive on the regional as well as the European level.



LABOUR PRODUCTIVITY IN CEE GDP per hour worked



AVERAGE GROSS MONTHLY SALARIES



Interesting Facts & Rankings





AMONG WORLD LEADERS IN AUTOMATION

Slovakia belongs to the TOP 20 countries with the highest number of installed robots in the production industry per 10,000 employees.



FDI & TECHNOLOGY TRANSFER LEADER IN THE CEE

Slovakia is the CEE leader in the extent of bringing new technology to host country (17/132 Global Ranking).



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).



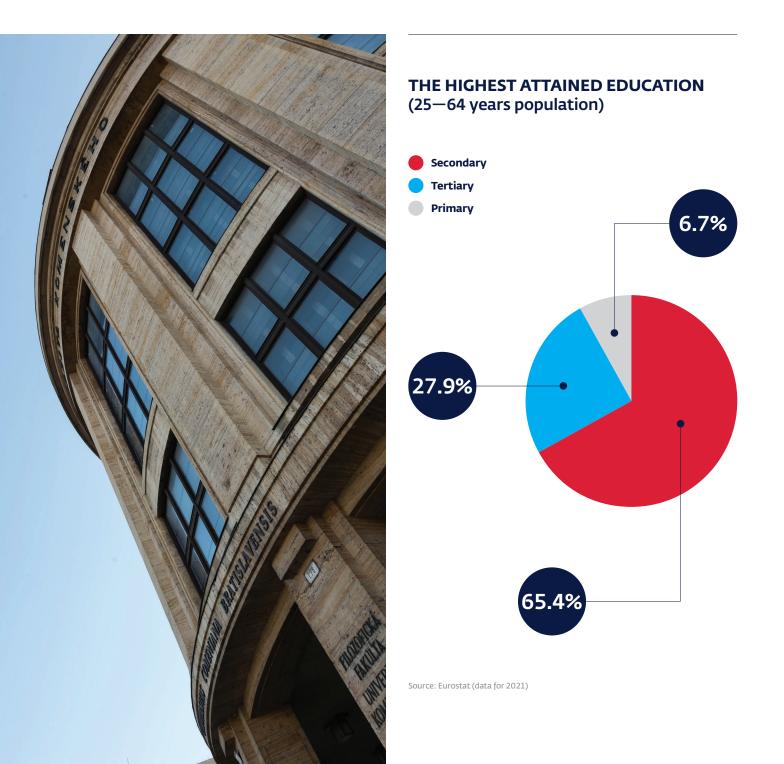
HARD-WORKING LABOUR FORCE Slovakia has the highest percentage

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

Sources: Productivity statistics: OECD (2021); Salaries Data: National Statistical Offices of Respective Countries (salaries as of 2021); Automation: International Federation Of Robotics (2021, latest available data 2020); Higher Added-Value Jobs As a % Of Total Employment: Eurostat (2021); Industrial Actions: European Trade Union Institute (2020); FDI & Technology Transfer: World Economic Forum, The Global Talent Competitiveness Index 2021; People Working At Night & Weekends: Eurostat (2021)

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

93%

One Of the Most Educated Workforce

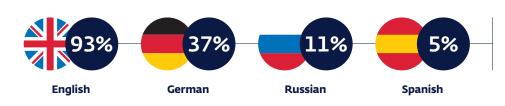
The proportion of 25—64 years old people with at least secondary level qualification, compared to an EU average of 79%.



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 170 schools and 1,600 companies were involved in the dual education scheme in 2021/2022



THE MOST COMMON FOREIGN LANGUAGES TAUGHT AT SLOVAK SECONDARY SCHOOLS

2021 2022

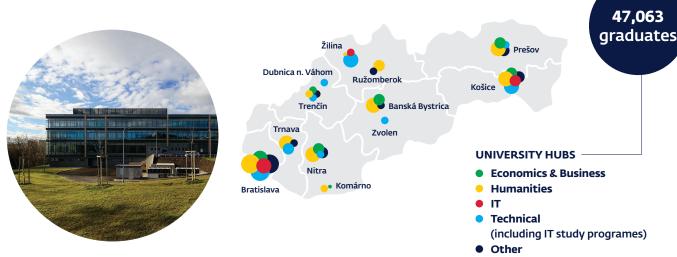
136,646

students

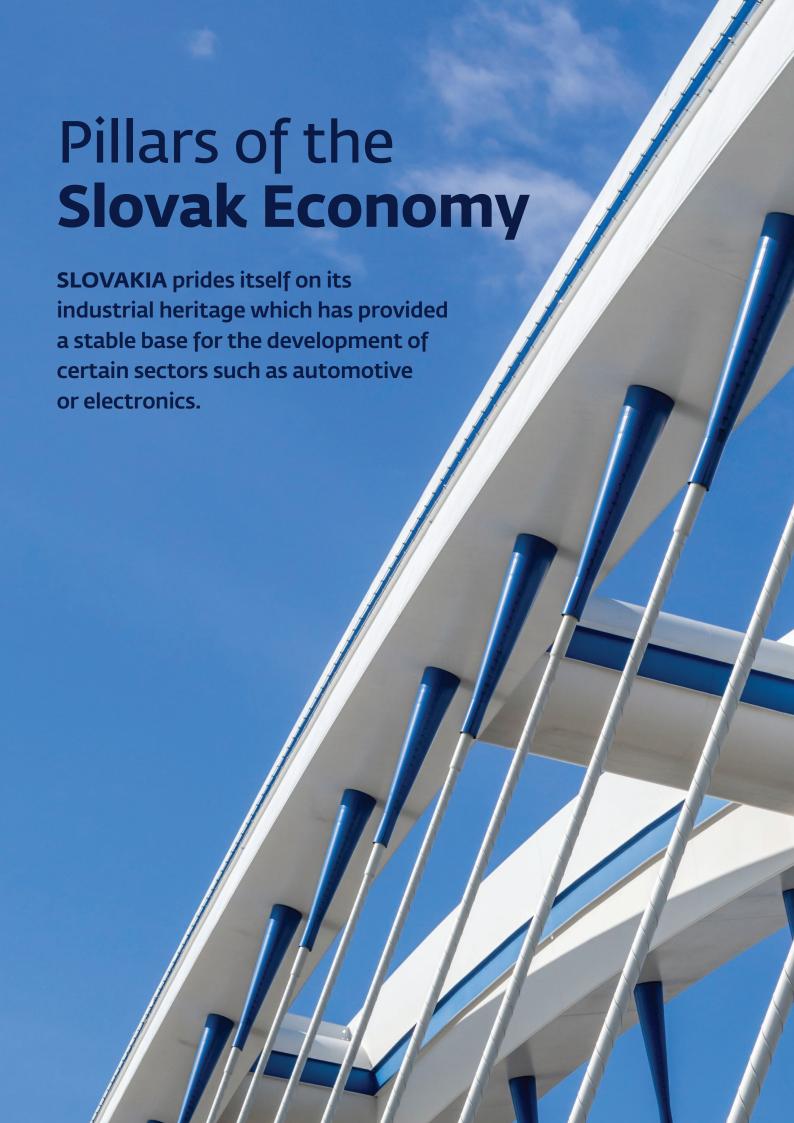
TERTIARY EDUCATION

High Share Of STEM Profiles

Every 4th 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 (2021/2022); Languages Statistics: Eurostat (2021); Universities and Secondary Vocational Schools Statistics: Slovak Centre of Scientific and Technical Information for the Academic Year 2021/2022



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

New VOLVO CARS facility with production capacity of 250,000 purely electric vehicles per year will start operation in 2026 in Košice

01 AUTOMOTIVE

The automotive industry has a strong tradition in Slovakia, it has been the driving force of the economy and important source of foreign direct investment especially in the past 20 years. Moreover, SLOVAKIA is well located within the European automotive hub.

more than 1 million vehicles produced in 2021

245,000

people employed directly and indirectly in the automotive industry

49%

share of autmotive industry and machinery production on total industrial production

Apart from the four operating 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.



Currently, 12 electric or partly electric models are being produced in **SLOVAKIA**. There is also a growing number of e-mobility suppliers.



Sources: Sector-related data as of 2021 as the latest available, provided by the Statistical Office of the Slovak Republic; Statistics for car production: Respective OEMs & International Organization of Motor Vehicle Manufacturers (2021); Statistics for BSC & ICT sector: AmCham Business Service Center Forum Survey 2021; Slovak Game Developers Association (2021); SkillValue (2019); Digital Economy & Society Index Report, 2018, Eurostat, 2021





02 MACHINERY & EQUIPMENT INDUSTRY

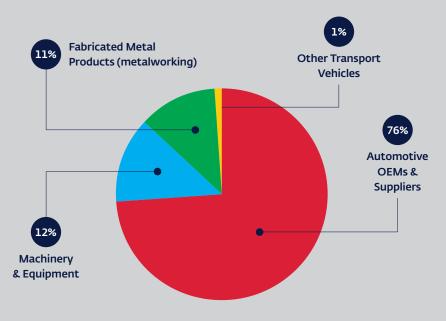
The MEI sector is of crucial importance, not only because of its contribution to the GDP and foreign trade balance, but also for its potential to create jobs and generate innovations.

€ 42 BN. sales revenue

39% of all industrial jobs

920+
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 2021, 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.



companies directly involved in the space sector with 40+ more active in related areas

€ 108+ MIL.
revenues generated
by companies directly
involved in the space
sector



SLOVAKIA's researchers have been actively involved in major international missions including Rosetta, BepiColombo, JUICE or JEM-EUSO. These solid research capacities along with a strong base of companies working with electronics, high-precise machinery, progressive materials & ICT have contributed to the recent dynamic growth of space industry.

NUMBER OF COMPANIES DIRECTLY INVOLVED IN SPACE SECTOR



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



1,235
employees in aircraft
production, maintenance
& training

Currently, the sector is represented by companies developing and producing fast ultralight aircrafts, gyrocopters or even several prototypes of flying cars, as well as innovative training simulators and ICT systems.



Source: SARIO Materials



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

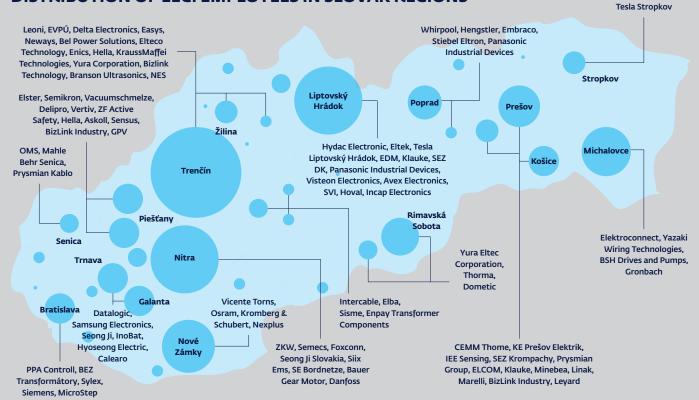
The electronics & electrical components industry (EECI) is one of the strongest contributors to the country's GDP and is also one of the biggest employers in the country.

9%
share of EECI on total
manufacturing production

42,000+ people employed in the EECI

215 companies in EECI (20+ FTEs)

DISTRIBUTION OF EECI EMPLOYEES IN SLOVAK REGIONS



Source: Statistical Office of the SR, Yearbook of Industry of the SR 2021, SARIO

05 CHEMICAL & PHARMACEUTICAL INDUSTRY

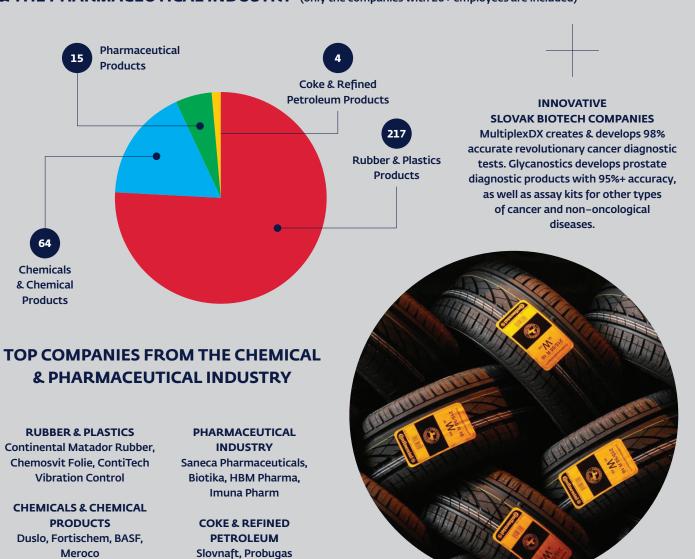
The chemical industry has traditionally been one of the largest sectors of the Slovak economy. This industry includes a diversified portfolio of hundreds of different products ranging from petrochemicals, rubber and plastic products to pharmaceuticals.

€ 8.43 BN.
revenues of the
chemical industry*

42,200people employed
in the chemical industry*

10% share of the chemical industry on the industrial production*

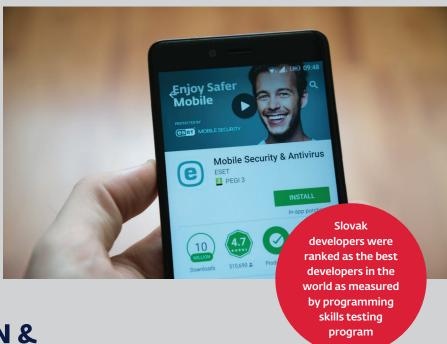
NUMBER OF COMPANIES DIRECTLY INVOLVED IN THE CHEMICAL & THE PHARMACEUTICAL INDUSTRY (only the companies with 20+ employees are included)



^{*}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 2021



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 becomingan integrated part of their business.



06 INFORMATION & COMMUNICATION TECHNOLOGIES

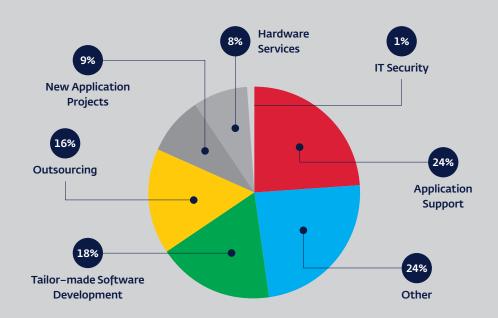
The information & communication technologies (ICT) sector has a solid position in the Slovak economy. This is demonstrated by the presence of foreign owned companies such as Deutsche Telekom IT & Telecommunications, Asseco, Accenture, Soitron, Atos as well as strong domestic companies such as Eset, Sygic.

5%
ICT contribution to
Slovak GDP

100,000+ jobs in ICT sector **70** games development companies & studios

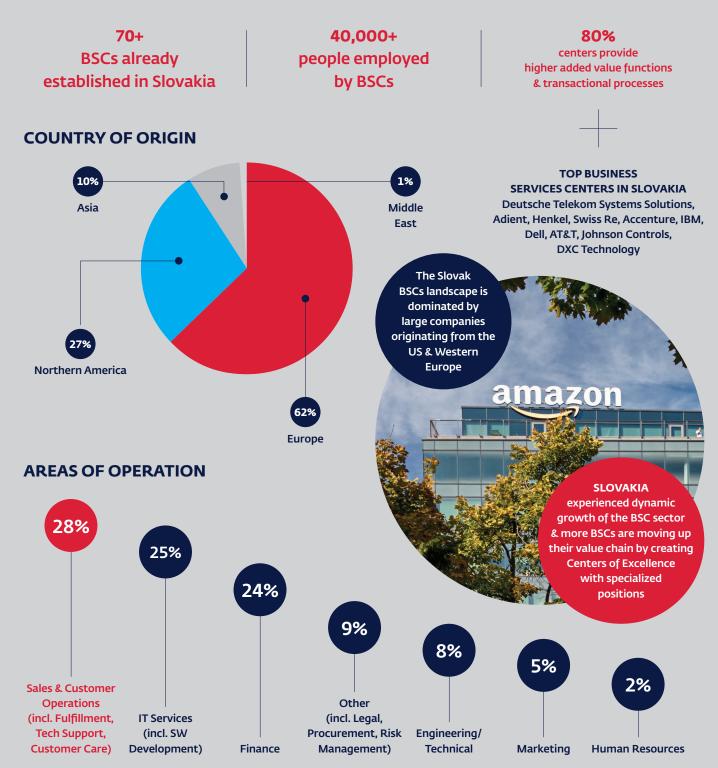
IT SERVICE MARKET IN SLOVAKIA

ICT technologies
became an integrated
part of the daily life in
SLOVAKIA. Their role
continues to grow which
is reflected by steadily
raising adaptability
of the Slovak population
to ICT technologies.



07 BUSINESS SERVICE CENTER (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 2021; SARIO calculations based on Finstat 2022, Trend 2019 BSCs figures: AmCham Business Service Center Forum Survey, 2022; SARIO, 2022



RIS3 — NATIONAL R&D SPECIALISATION STRATEGY National R&D Specialisation Strategy is focused on innovation support through cooperation between enterprises and research institutions in key sectors of the Slovak economy. RIS3 identifies the following priorities linked to R&D funding — material research and nanotechnology, biomedicine and biotechnology, ICT including electronics.

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 20 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 INNOVATION SERVICES

The matching platform of SARIO, connecting the needs of large investors established in Slovakia with capacities and competencies of advanced and innovative Slovak technology companies.

300+
innovative companies
in our database

innovation events since September 2017 180+
presentations of shortlisted
Slovak companies

SLOVAK INNOVATIVE COMPANIES MAINLY FOCUS ON, BUT ARE NOT LIMITED TO

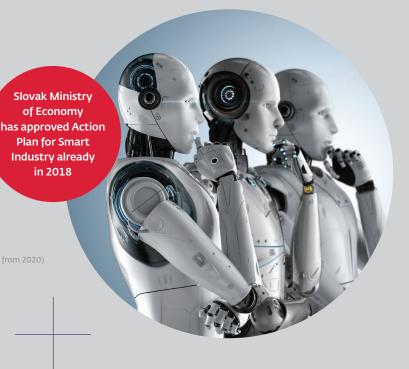
01 INDUSTRY

automation, predictive maintenance, quality control, digital factory solutions

02 PRODUCT DEVELOPMENT design, prototyping, testing, tooling

03 SERVICES SECTOR software automation, outsourcing, cybersecurity, big data and Al







EXAMPLES OF UNIQUE SLOVAK SOLUTION PROVIDERS

Tangent Works, Anasoft, Trivita Data, Brain IT, Ditis, Photoneo, Marpex, IxWorx Dorps, CEIT, Sova Digital, Matador Automation, Infotech, Manex, Rossum Integration, eDocu, MTS, Bost—Stimba, Igrow, Merchant

Success Stories in **SLOVAKIA**



640+

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.





GERMANY

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



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



SOUTH KOREA

Kia, Samsung, Mobis, YURA, Sungwoo Hitech, Hyundai Steel, Donghee Slovakia, Daejung Europe, Seoyon E-Hwa Automotive



AUSTRIA

MIBA Sinter, Neuman Aluminium, ZKW, Uniqa4Ward RSC Raiffeisen Service Centre, Kronospan



JAPAN

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

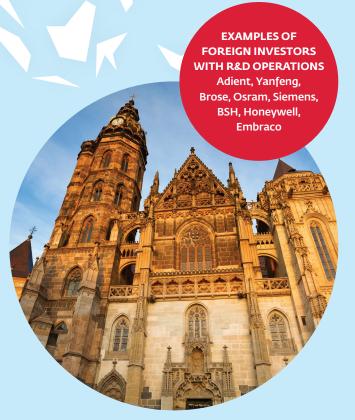


Marelli, Brovedani, SISME, Bonfiglioli, MTA, Intercable, Mevis, Lombardini, C.I.M.A.



TAIWAN (CHINA)

AU Optronics, Foxconn, **Delta Electronics**



Investment Incentives

MAXIMUM REGIONAL INTENSITIES OF INVESTMENT INCENTIVES IN SLOVAKIA

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.

- additional 10% for medium-sized enterprises
- additional 20% for small and microsized enterprises

INDUSTRIAL PRODUCTION

Minimum conditions (investment amount, number of newly created jobs and share of new technology) are subject to the unemployment rate in the selected district and forms of aid required.

If applying for income tax relief, the following criteria have to be met in regards to particular districts category:

- 3 mil. EUR and 60% share of new technology
- 1.5 mil. EUR and 50% share of new technology
- 0.75 mil. EUR and 40% share of new technology
- 0.1 mil. EUR and 30% share of new technology
- Expansion includes a minimum increase in the production volume or turnover by at least 15%

Direct forms of aid are also available, different conditions apply.

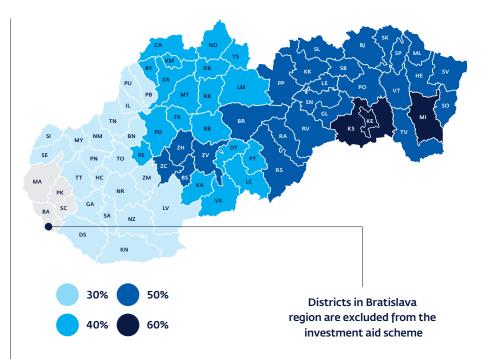
TECHNOLOGY CENTRES

- Minimum investment of 50 ths. EUR on fixed assets in all regions
- Minimum of 5 newly created jobs
- Minimum 1.7 fold of average salary in the district paid to new employees

SHARED SERVICES CENTRES

- Minimum of 10 newly created jobs
- Min 1.5 fold of average salary in the district paid to new employees

Minimum conditions for SMEs are in principle lowered by half. Please contact us at invest@sario.sk for more information.



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

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

Positive regional
contribution of a new investment
projects shall be concluded based on
these categories — investment location,
number of jobs created, average gross
monthly salary of new employees,
expected added value and possible
qualification of a project respecting
definition of a priority area





AIM INVESTMENT AWARDS UAE 2022

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
- assistance with investment projects implementation
- 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 INNOVATION SOURCING

- matching local tech companies with the operations of large companies that plan to implement innovative solutions to streamline and optimize their processes
- focused mostly on Industry 4.0 solutions such as digitalization, intelligent automation, and robotics as well as advanced and complex IT solutions for various industries
- based on a database of more than 300 local tech companies which is constantly updated and expanded

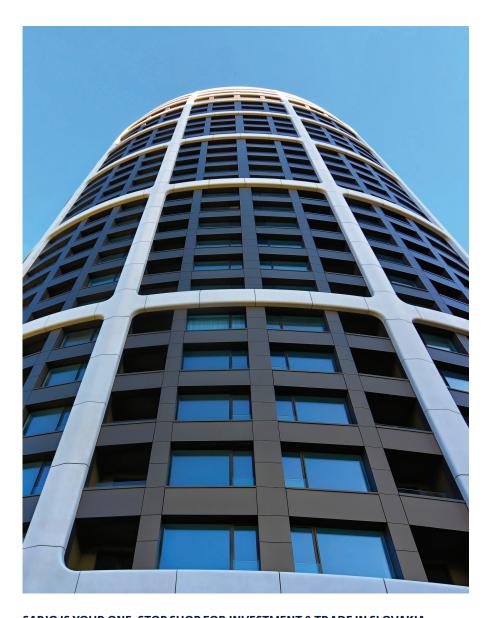
04 SLOVAK SPACE OFFICE

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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