



**INVESTMENTS
AND HUMAN RESOURCES
OPPORTUNITIES
IN OPOLE**



INVEST IN OPOLE

OPOLE – GENERAL INFORMATION

VERIFIED INVESTMENT AREA

OWNERSHIP

TECHNICAL UTILITIES

TRANSPORT

OPOLE CITY INCENTIVES – PROPERTY TAX EXEMPTION

HUMAN RESOURCES IN OPOLE

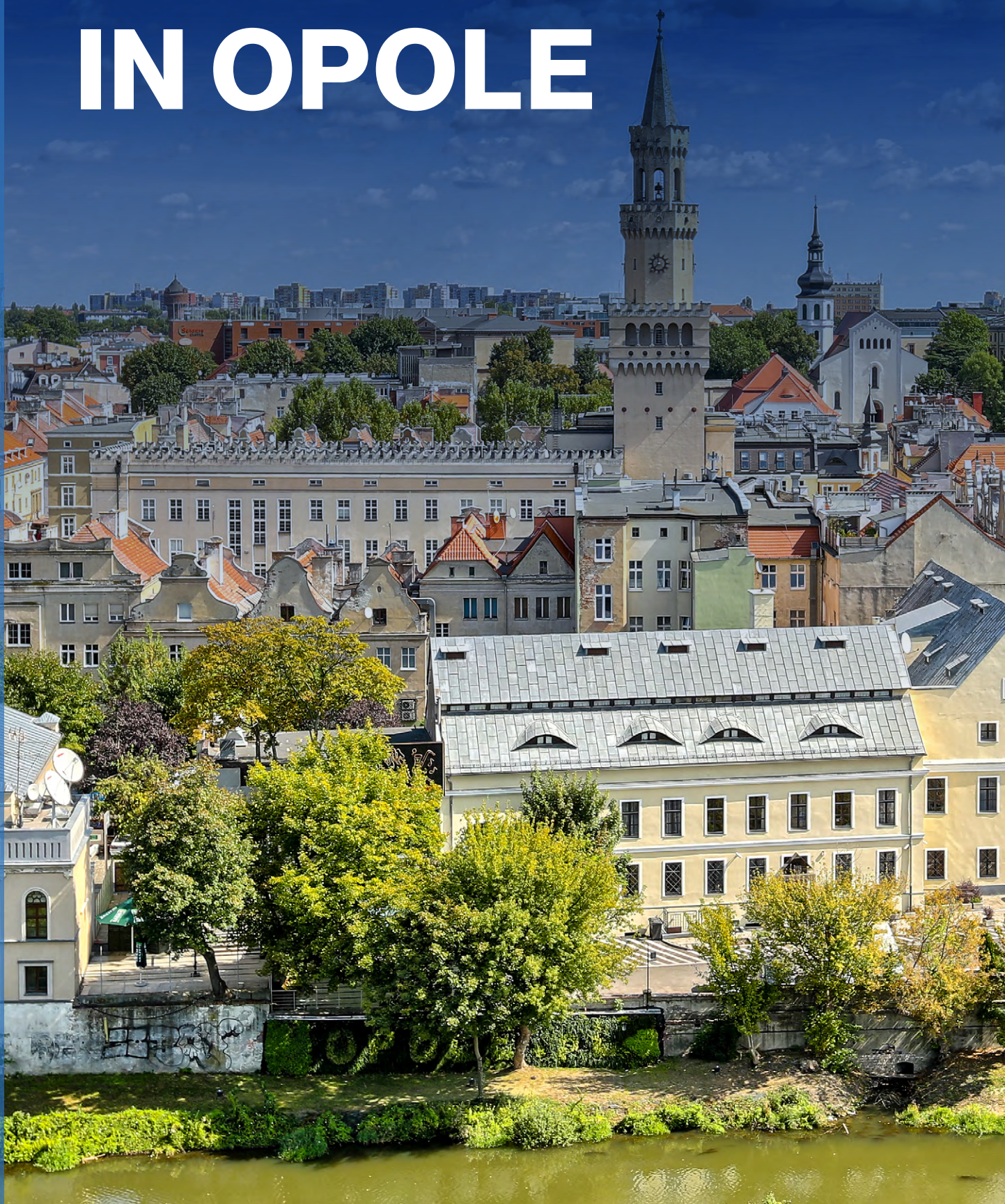
LABOUR MARKET OVERVIEW

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ACCOMMODATION FOR NEW EMPLOYEES

INVEST IN OPOLE



OPOLE - GENERAL INFORMATION



	Distance	Driving time
Warsaw	315 km	 3h 55min
Berlin	425 km	 4h 20min
Vienna	450 km	 4h 30min

Did you know?

Opole is the **best city to live in Poland.**

(source: Polish Press Agency)

Opole offers excellent road, rail and air connections, providing strategic accessibility for business and logistics. Access to the city is provided by a network of roads, the most important part of which is the international Dresden-Kiev transport corridor, the A4 motorway. Within an hour's drive of the city centre there are two international airports in Katowice and Wrocław. Additionally, just 24 km from the city centre, there is an airport in Kamień Śląski which takes air taxis and non-scheduled air traffic. There is an efficient public transport system in the city itself, which is adaptable to the needs of both residents and investors.

Modern Opole is a dynamic blend of tradition and innovation, academia and enterprise. It is a university city with over 16 000 students, of whom 4 500 enter the labour market each year. The city has a well-organised public education system, which has been recognised many times nationally as exemplary, and an extensive, diversified economic sector.

High standards of living, health care, safety and culture are the hallmarks of Opole, making it Poland's leading medium-sized city, both in economic and social terms.



Investment area

The only over 86 ha investment site in Poland, located in a university city and province capital. General information about the site, as well as incentives and support offered by the city of Opole has been presented below.

■ Due Diligence Studies

No endangered species analysis

According to the latest natural resources inventory, the site is not a habitat for any legally protected species. It is currently used for agricultural purposes, such as meadows and arable land, which prevents the development of natural wildlife habitats.

No wetland delineation

The site does not cover any wetlands.

Favourable geotechnical conditions

According to geotechnical studies, the site presents very good conditions for development. The soil composition includes Class II (sands and silts), Class III (clays and loams), and Class IV (compact clays and loams) materials..

Geological structure

The site is almost entirely flat and covered by a surface layer of soil. The upper strata consist of Quaternary terraces, classified as medium-thick sand and gravel deposits, medium and fine sands, and cohesive soils of varying plasticity (from low-plasticity silts to moderately plastic clays).

Beneath the Quaternary layer lies a Miocene formation composed of clays and sands, including medium-dense to semi-compact sands and low-plasticity silty clays.



Water conditions

The site contains both confined and, in some areas, unconfined aquifers.

Depth to groundwater table [m b.g.l.*]	Depth to the stabilized groundwater table [m b.g.l.]	Water-bearing horizon [m b.g.l.]
Max: 7.0 Min: 2.9 Average: 4.7	Max: 3.9 Min: 2.1 Average: 2.9	Max: 7.5 Min: 2.1 Average: 5.0

*m b.g.l - meters below ground level

Archeological studies

No archaeological findings have been recorded within the site area. The land has been used exclusively for agricultural purposes. No natural features or archaeological evidence have been identified that would suggest the potential presence of historical or prehistoric settlements within the site boundaries.

■ Zoning plan / rules

Summary of the land-use plan – Site 2 P/U 27 ha)



Purpose of the area:

The site is designated for production, storage, and service-related development. Permitted uses include office, commercial, educational, research, medical, and childcare facilities, as well as internal roads, utilities infrastructure, and landscaped green areas.



Development parameters:

- Building intensity: 0–5
- Max. built-up area: 70%
- Min. biologically active area: 10%
- Max. building height: 50 m (up to 10 storeys)
- Roof type: unrestricted



Plot division rules:

- Minimum frontage: 30 m
- Minimum plot area: 1 ha
- Plot boundaries: to be set at an angle of 60–90° to road 10 KDGP



Restrictions and protected areas:

No mining, flood, landslide, landscape or heritage restrictions.



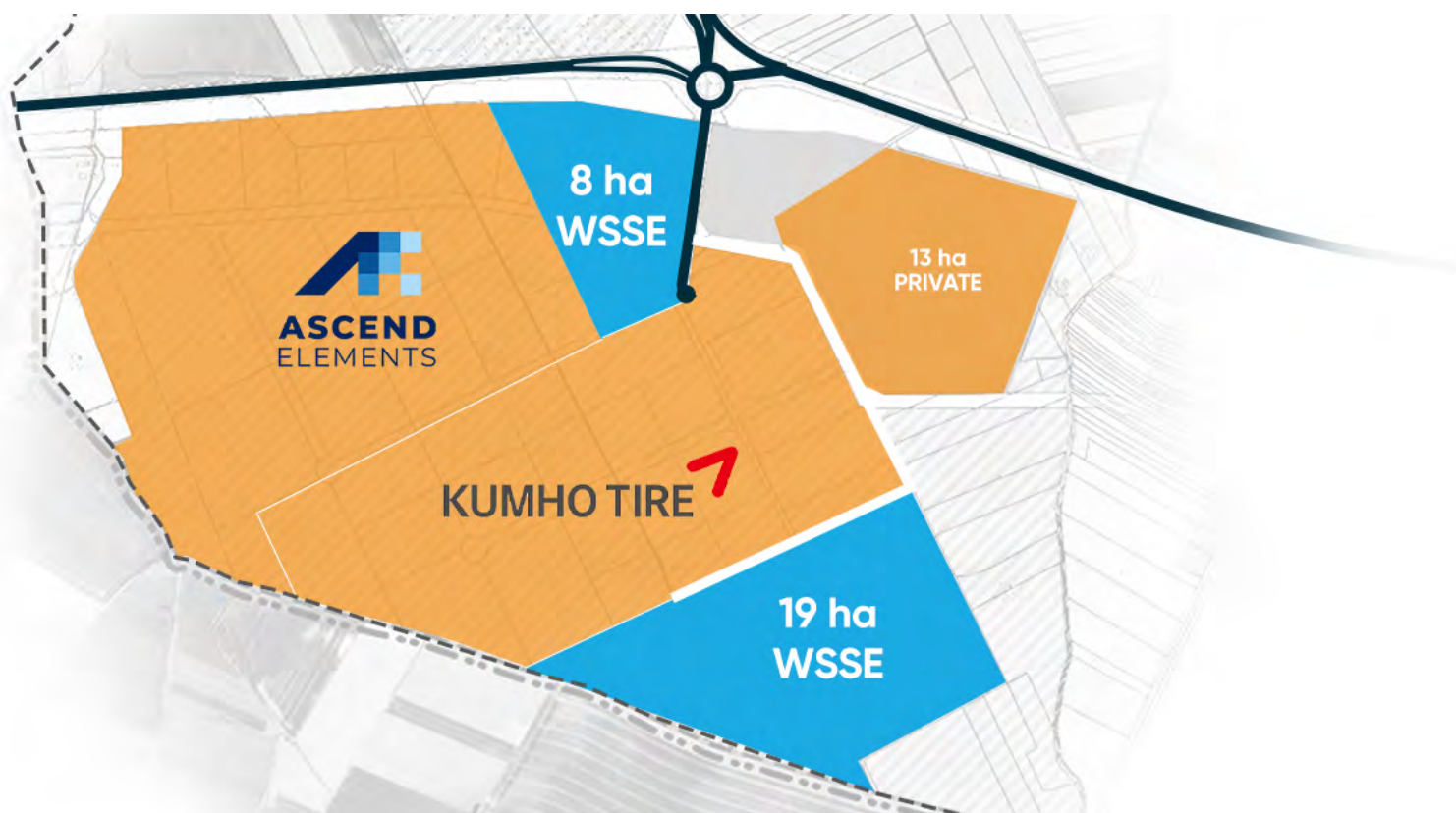
Access and transport:

- Direct access from roads: 10 KDZ, 11 KDZ, 12 KDL, 13 KDD, 10 KDGP
- Individual access roads allowed
- Parking requirements: minimum of 10 spaces per 100 employees, 20 spaces per 1000 m² of service area, or 15 spaces per 100 consumption places
- Parking may be provided on-site or underground

■ Ownership

Owners and available area:

Owner	Size
Wałbrzych Special Economic Zone	8 ha and 19 ha
TOTAL AREA	27 ha



■ Additional information

The investor is required to cover the cost of changing the status of Class III agricultural land, which forms part of the site (approximately 1/3 of area)

Certain areas of the site are covered with trees. The removal of trees requires a formal decision from the local authorities and incurs a fee associated with the change of land use.

■ Zoning plan / rules

Summary of the land-use plan – Site 3 P/U + 4 P/U (13 ha)



Purpose of the area:

3 P/U – Production, storage and service development, hotels and tourist accommodation buildings, office buildings, commercial and service buildings.

4 P/U – Production, warehouses and storage, hotels and tourist accommodation buildings, office buildings, commercial and service buildings, school and research institution buildings, clinics, counselling centres, nurseries.

Permitted uses include internal road areas, site utilities and green areas.



Development parameters:

- Building intensity: 0–5
- Max. built-up area: 70%
- Min. biologically active area: 10%
- Max. building height: 25 m (up to 5 storeys)
- Roof type: unrestricted



Plot division rules:

- Minimum frontage: 30 m
- Minimum area: 0,1 ha
- Plot boundaries at 3 P/U: to be set at an angle of 60–90° to road 9 KDGP and 4 P/U – 0–180° to adjacent road strip



Restrictions and protected areas:

No mining, flood, landslide, landscape or heritage restrictions.



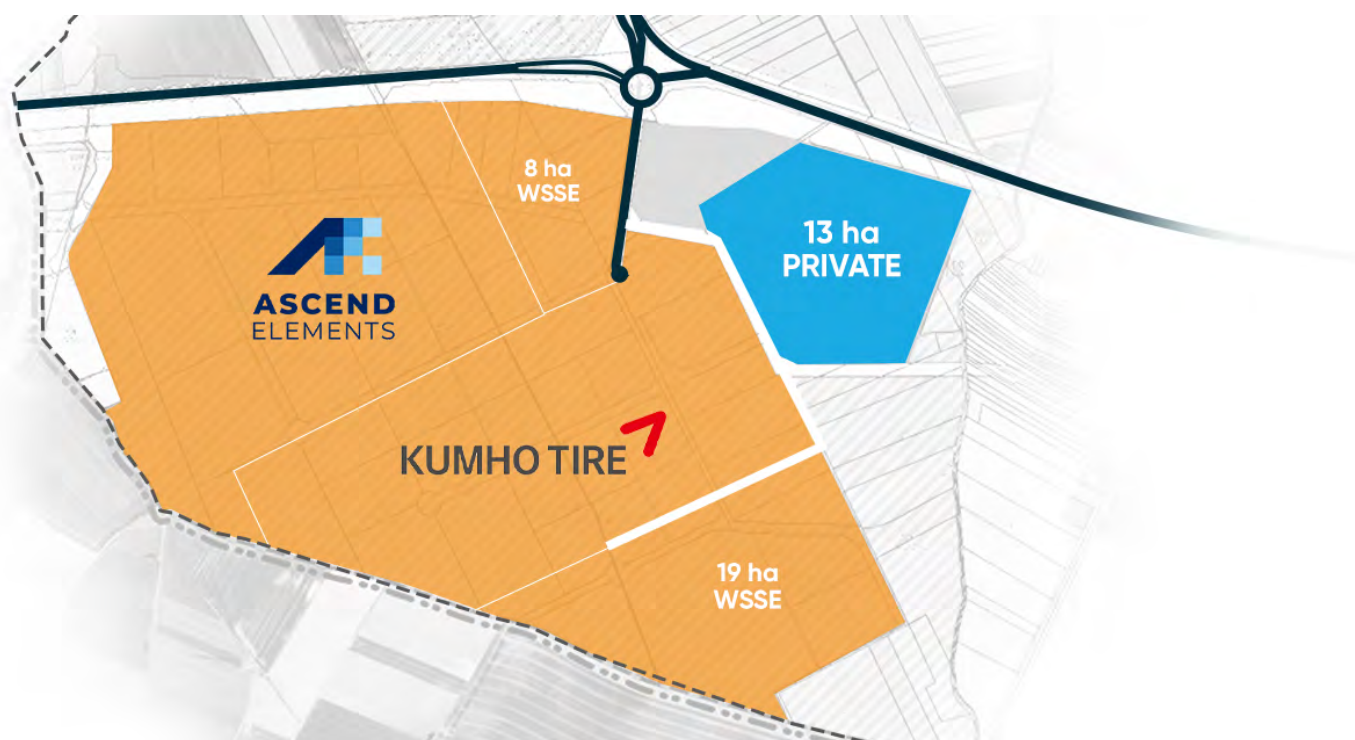
Access and transport:

- Direct access from roads: 3 P/U – 10 KDZ, 9 KDGP; 4 P/U – 10 KDZ
- Individual access roads allowed
- Parking requirements: minimum of 10 spaces per 100 employees, 20 spaces per 1000 m² of service area, or 15 spaces per 100 consumption places
- Parking may be provided on-site or underground

■ Ownership

Owners and available area:

Owner	Size
Private owners	13 ha
TOTAL AREA	13 ha



■ Additional information

The investor is required to cover the cost of changing the status of Class III agricultural land, which forms part of the site (approx. 450 m²).

■ Zoning plan / rules

Summary of the land-use plan – Site 1 U-P (40 ha)



Purpose of the area:

Production excluding wind farms*, services excluding large-scale retail services**. Permitted uses include internal road areas, site utilities and green areas.

*max. building height 50 m

** max. building height 15 m



Development parameters:

- Building intensity: 0,1–3,6
- Max. built-up area: 60%
- Min. biologically active area: 20%
- Max. building height: 15 m and 50 m (up to 5 storeys)
- Roof type: unrestricted



Restrictions and protected areas:

No mining, flood, landslide, landscape or heritage restrictions.



Access and transport:

- Direct access from roads: 1 KDR, 1 KDZ, 1 KDL
- Individual access roads allowed
- Parking requirements: minimum of 10 spaces per 100 employees, 20 spaces per 1000 m² of service area, parking may be provided on-site or underground



Plot division rules:

- Minimum frontage: 30 m
- Minimum area: 1 ha
- Plot boundaries: to be set at an angle of 60–90° to road 9 KDR

■ Ownership

Owners and available area:

Owner	Size
Private owners	32 ha
Municipality of Opole	8 ha
TOTAL AREA	40 ha



■ Additional information

The investor is required to cover the cost of changing the status of Class III agricultural land, which forms part of the site (approx. 9,200 m²).

Technical utilities

Electricity

Electricity provider:

Tauron Dystrybucja S. A. (state-owned)

Excess capacity:

5 MW | 80 MW | 280 MW – total available capacity: 365 MW in total

Estimated connection time:

18 MW – available at site boundaries | 80 MW – within 24 months | 280 MW – within 36 months

Voltage lines to site:

18 MW - 15 kV | 80 MW - 110 kV | 280 MW - 400 kV

Cost of line extension:

Covered by Tauron and PSE companies

Natural gas

Natural gas provider:

Polska Spółka Gazownictwa S. A. (Polish Gas Company, state-owned)

Excess capacity:

20 000 Nm³/h

Estimated connection time:

20 000 Nm³/h | within 40 months by pipe | within 12 months by LNG station

Cost of line extension:

Covered by Polish Gas Company

Water

Water provider:

Wodociągi i Kanalizacja w Opolu Sp. z o. o. (Water and Sewage Company, city-owned)

Available capacity:

15 m³/h | 6000 m³/24h

Estimated connection time:

15 m³/h – available at site boundaries | 6000 m³/24h (tap water) – December 2026 | and 830 m³/h (grey water) – at least 24 months from the date of contract signing

Distance of connection point:

15 m³/h – available at site boundaries | 6000 m³/24h (tap water) – December 2026 | 830 m³/h (grey water) - 9 km, ultimately at site boundaries

Cost of line extension:

Covered by Water and Sewage Company

Sewage

Water service provider:

Wodociągi i Kanalizacja w Opolu Sp. z o. o. (Water and Sewage Company, city-owned)

Available capacity:

15 m³/h | 6000 m³/24h

Estimated connection time:

15 m³/h – available at site boundaries | 6000 m³/24h - December 2026

Distance of connection point:

15 m³/h – available at site boundaries | 6000 m³/24h - 9 km, ultimately at site boundaries

Cost of line extension:

Covered by Water and Sewage Company

Telecom

Parameters:

10 Gbps symmetrical | IPv4 address pool – 64/61, IPv6 – 65,536 | annual availability (RDU) 99.5%, for RDU less than 99%, full cost reimbursement | maximum failure recovery time 9 h

Estimated connection time:

Connection time 90 days from contract signing

Distance of connection point:

In the immediate vicinity of the area there are min. two fibre wire networks.



Transport

■ Employee Transport Options

The Municipal Transport Company (MZK Opole) will operate bus routes tailored to meet the investor's needs. It is planned that the Opole–Wrzoski Industrial Zone will be served by several bus lines which will hold priority status due to its high frequency, convenient access to major residential districts, and efficient passenger transfer options.

At specific times of the day, selected routes may operate as express services, with certain stops omitted to reduce travel time. Detailed departure times will be adjusted to suit the needs of employees.



Polish State Railways (PKP)

Opole is served by a network of rail connections linking all county towns (powiat towns) within the province. All routes have been modernised or are in the final stages of upgrading. In the immediate vicinity of the Wrzoski investment site, there are two stations: Chróścina Opolska (4 km – approximately 5 minutes by car) and Dąbrowa Niemodlińska (2.9 km – approximately 4 minutes by car).

Within one hour, employees will be able to reach Opole by train from any location within the Opolskie Province.

To ensure efficient coordination between regional rail connections and shift schedules at the plant, the City of Opole will hold consultations with the rail operator, taking into account the possibility of introducing complementary shuttle bus or rail bus services.



**Shuttle buses**

A dedicated shuttle bus service will connect the investor's plant with the Opole Główne railway station transfer hub, as well as the Chróścina Opolska and Dąbrowa Niemodlińska stations. The frequency of the service will be adjusted according to passenger demand and shift schedules.

**Regional bus transport**

The Opole Province has a well-developed network of roads, including national routes, providing connections to all county towns (powiat cities). Several transport companies operating within the province offer passenger bus services linking all major urban areas. Services operate both in regular mode, stopping at all towns and villages along the route, and in express mode, stopping only at selected locations.

Within approximately 90 minutes, employees will be able to reach Opole by regional bus services operating from across the province, as well as from the Katowice and Wrocław metropolitan areas.

OPOLE CITY INCENTIVES

property tax exemption

■ Property tax rates in Opole:

Land: 1.25 PLN/m²/year

Usable building area: 32.40 PLN/m²/year

■ Investor eligibility for exemption:

Investors may obtain a property tax exemption for newly constructed buildings that meet both of the following criteria:

- A minimum investment value of 400 million PLN, and
- The creation of at least 100 new jobs.
- The exemption will remain valid for a period of 10 years, starting from the completion of the construction process.

■ Example of tax exemption:

Land area: 110 ha = 1 100 000 m²

Usable building area: estimation for 70 % of the land area = 770 000 m²

Property tax calculation:

Land: 1 100 000 x 1.25 PLN = 1 375 000 PLN/year

Usable building area: 770 000 x 32.40 PLN = 24 948 000 PLN /year

Total property tax due: PLN 26 323 000

Property tax exemption over 10 years:

26 323 000 PLN x 10 = 263 230 000 PLN

HUMAN RESOURCES IN OPOLE



LABOUR MARKET OVERVIEW

	POSITION	GROSS SALARY (PLN)	BONUS	BENEFITS
blue collar	Production Operator	4700 - 5300	20% + frequency bonus PLN 500-2000	canteen-lunch coupons/ subsidized meals, transportation from/to workplace, sports card, private healthcare (basic), life insurance
	Forklift Operator	5000 - 5500		
	Quality Inspector	4700 - 5300		
	Process Technician	5500 - 6500		
	Maintenance Technician	6000 - 8500		
	Leader	6500 - 8000		
white collar	HR Specialist	9000 - 10 000	20% - 30%	
	Accountant	7500 - 9000		
	Quality Engineer	10 500 - 11 500		
	Maintenance Engineer	11 000 - 12 000		
	Shift Supervisor	9 000 - 11 000		
	HR Manager	18 000 - 22 000		
	Production Manager	19 000 - 20 000		
	Finance Manager	18 000 - 22 000		

General number of employees in the region

607 000 workers, out of which
120 000 workers working in industry

19 997 (5.9 %) unemployed, incl.:

12.8 % – Higher education
20.6 % – Post-secondary and secondary vocational education
11.4 % – Medium secondary education
26.9 % – Vocational education
28.2 % – Lower secondary, primary and incomplete primary education

Gross wages in the enterprise sector



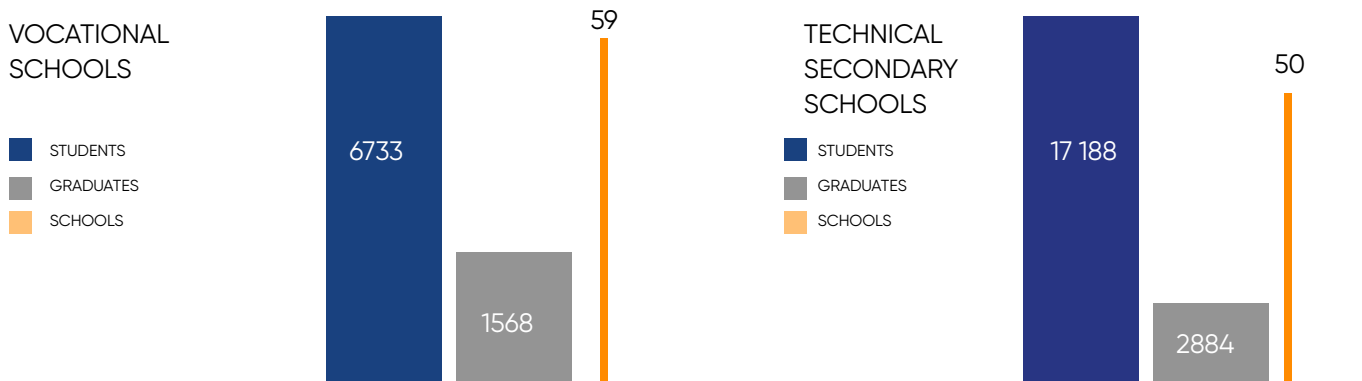
Personnel procedure-related fast track

Fast-track procedure for investors to obtain permits for managers, specialists, and foreign workers:

2 months ➤ to obtain a long-term stay (D-type) visa
1 month ➤ to obtain a work permit

EDUCATION

Tailored to investors' needs



Central hub of Technical Universities

Opole is located at the heart of a region rich in technical universities, where around **3,600 engineering students are currently enrolled**. Many of them specialise in fields such as electromobility, materials science, mechanics, and automation. Within just an hour's drive or train journey from Opole are the Silesian University of Technology and Wrocław University of Science and Technology, which together educate a further 36,000 students.

Cooperation with the Opole University of Technology

As part of its partnership with investors, the Opole University of Technology (*Politechnika Opolska*) offers a wide range of collaborative initiatives, including:

- Organising job fairs at the university.
- Co-organising Open Days at the investor's facility.
- Hosting open lectures delivered by the investor's specialists.
- Introducing elective courses conducted by the investor's experts.
- Establishing teaching and research laboratories related to the company's area of specialisation.
- Launching new academic programmes and departments aligned with the investor's needs, focused on developing both scientific knowledge and practical skills.
- Assigning students to internships and placements at the investor's plant.
- Conducting ad hoc research projects in cooperation with the Science and Technology Park to address the investor's requirements.
- Encouraging diploma theses based on the investor's business profile.
- Jointly applying for research grants at regional, national, and European levels.

Secondary and Vocational Education

The system of vocational and technical education in Opole, as outlined in the document "*Educational Policy of the City of Opole for 2021–2030*," plays a key role in aligning education with the needs of the labour market. The city's development strategy focuses on modernising and adapting educational programmes to current and future economic demands, with particular emphasis on close cooperation with local businesses.

Practical education is strongly promoted, enabling students to acquire technical and vocational skills that enhance their employability in dynamically developing industries. The city also supports the creation of modern workshops and laboratories in vocational and technical schools to improve the quality of hands-on training. This includes establishing Sector Skills Centres in areas such as electromobility, information and communication technologies (ICT), and digital printing. Special attention is given to digital competencies and the use of new technologies, preparing young people to meet the challenges of digitalisation and automation in the labour market.

RECRUITMENT SUPPORT BY OPOLE CITY

■ Job Fairs

To provide investors with access to a large pool of genuine candidates rather than just CVs, the City of Opole can organise dedicated job fairs. During a four- to five-hour event, investors will have the opportunity to meet dozens of potential employees in person. This allows HR managers and recruitment teams to hold face-to-face discussions with candidates genuinely interested in their organisation.

■ Recruitment Point

Permanent recruitment points can be established in cooperation with the County Labour Office (*Powiatowy Urząd Pracy – PUP*) across key locations in Opole, including:

- Karolinka Shopping Mall
- Solaris Shopping Mall
- Turawa Park Shopping Mall
- Main Railway and Bus Stations
- Public Service Centre

■ Employer Branding Campaigns **#WorkInOpole** **#JoinINVESTORNAME**

Investors can benefit from city-supported employer branding initiatives, including access to Opole's digital and outdoor advertising spaces, social media promotion, and the option to include dedicated ZOO ticket branding campaigns.



ACCOMMODATION FOR NEW EMPLOYEES

Apartments are available under the dedicated Investor Apartment Programme, offering various standards of finish and flexible rental terms to meet different investor and employee needs.

HIGH STANDARD	
Specification	Value
Apartment area	54-70 m ²
Standard of finish	High (turnkey, lift, blinds)
Monthly rent per 1 m ²	~ PLN 21.40 – 24.90
Financial conditions*:	
Participation / construction contribution	30 % of the construction costs (e.g. for a 60 m ² flat – PLN 144 000)
Deposit	Equivalent to 12 months' rent (e.g. for a 60 m ² flat – from PLN 15 840)

* Payable within 12 months from the date of vacating the flat

The City of Opole offers high-quality apartments furnished with great attention to detail and located in excellent residential areas. The proposed complexes will include apartments of approximately 68.5 m² and 53.8 m². The planned buildings will be 4-5 storeys high with basements.

MEDIUM STANDARD	
Specification	Value
Apartment area	50-60 m ²
Standard of finish	Medium (turnkey, lift)
Monthly rent per 1 m ²	~ PLN 18.90 – 19.50
Financial conditions*:	
Participation / construction contribution	30 % of the construction costs (e.g. for a 50 m ² flat – PLN 79 500)
Deposit	Equivalent to 12 months' rent (e.g. for a 50 m ² flat from PLN 11 340)
Additional conditions for the Lessee	No legal title to an apartment in Opole. Household income limits for: 1 person PLN 6961.09, 2 persons PLN 9745.53, 3 persons PLN 13 458.11

The proposed complex will consist of residential segments, which including flats with a total area of approx. 53.5 m² and 58.50 m². The designed buildings will be 5-6 storey with basements.

BASIC STANDARD	
Specification	Value
Apartment area	40-50 m ²
Standard of finish	basic (turnkey)
Monthly rent per 1 m ²	~ PLN 16.15
Financial conditions*:	
Participation / construction contribution	30% of the construction costs (e.g. for a 40 m ² flat – PLN 64 000)
Deposit	Equivalent to 12 months' rent (e.g. for a 40 m ² flat – from PLN 7752)
Additional conditions for the Lessee	No legal title to an apartment in Opole. Household income limits for: 1 person PLN 6961.09, 2 persons PLN 9745.53, 3 persons PLN 13 458.11

Areas within the administrative boundaries of Opole:

Ślawice (in administrative procedures)

Located in a quiet neighbourhood bordering a forest to the west, this area offers space for the planned apartment buildings and supporting facilities. Distance to the Wrzoski investment zone: 4 km (approx. 5 minutes by car). Distance to Opole city centre: 7.6 km (approx. 10 minutes by car).

Wrocławska (under construction)

Located close to the city centre and Opole's largest shopping centre, this site offers convenient access and modern infrastructure. Distance to the Wrzoski investment zone: 7.7 km (approx. 9 minutes by car). Distance to Opole city centre: 2.9 km (approx. 4 minutes by car).



