



INVEST IN OPOLE

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CONTENTS

INVEST IN OPOLE

Opole – general information	04
Verified investment area	07
Ownership	08
Technical utilities	12
Transport	14
Opole city incentives	15

HUMAN RESOURCES IN OPOLE

Labour market overview	17
Education	18
Housing market	21
Recruitment Support by the City of Opole	22



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INVESTMENT AND HUMAN RESOURCES OPPORTUNITIES IN OPOLE



OPOLE – GENERAL INFORMATION





	Distance	Driving time
Prague	300 km	3 h 50 min
Warsaw	315 km	3 h 55 min
Berlin	425 km	4 h 20 min
Vienna	450 km	4 h 30 min

Did you know?

Opole is Poland's best city to live in.

(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-Kyiv 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 handles air taxis and non-scheduled air traffic. There is an efficient public transport system in the city itself, which can be adapted 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.

A high standard of living, healthcare, safety and culture are hallmarks of Opole making it Poland's leading medium-sized city, both in economic and social terms.



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Investment area

The only investment site of up to 400 ha 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, is presented below.



Due Diligence Studies

No endangered species identified

According to the latest environmental 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 wetlands identified

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

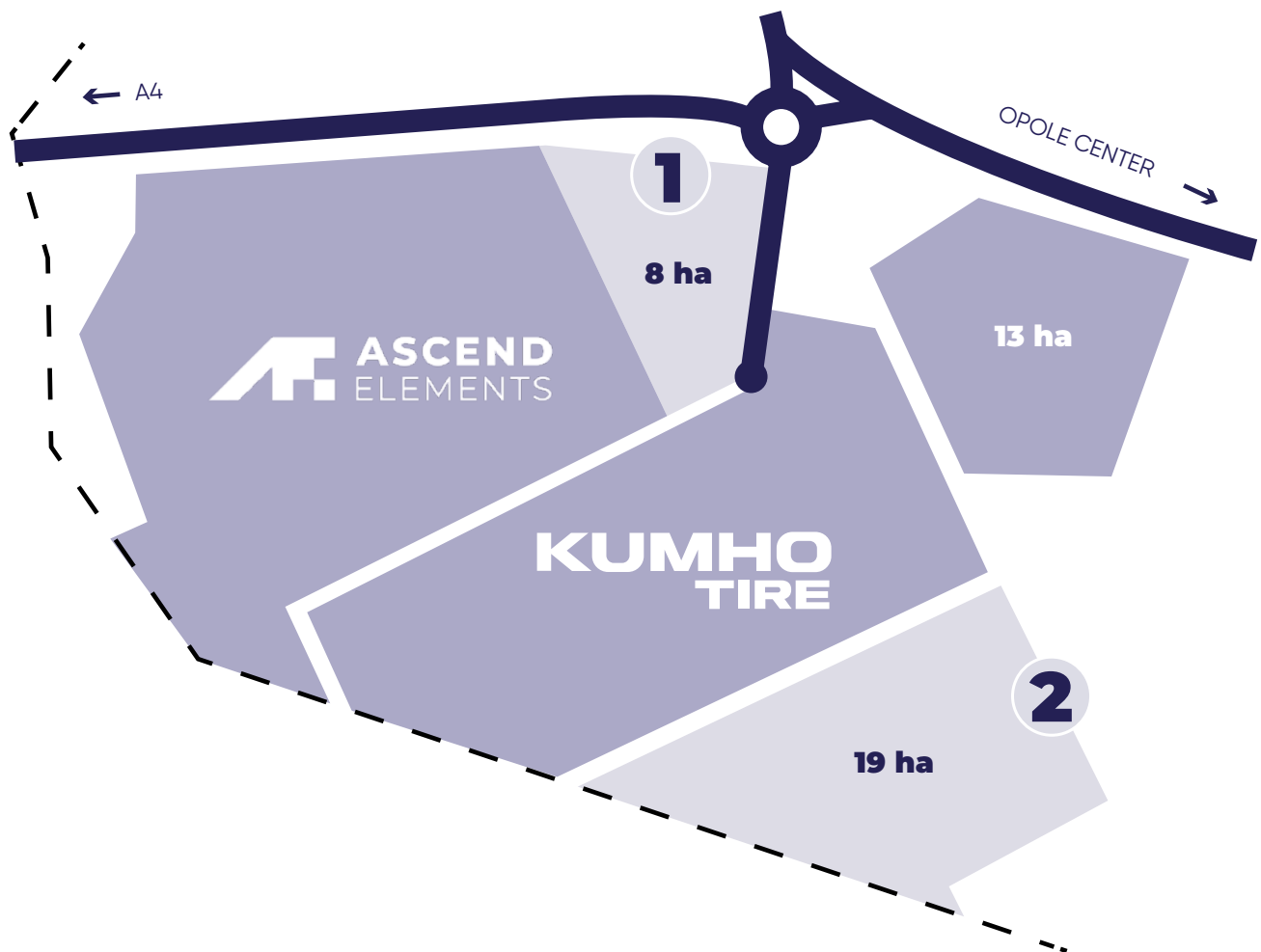
The site is almost entirely flat and covered by a surface layer of soil. The upper strata consist of Quaternary terraces, classified as medium-thick sand and gravel deposits, medium and fine sands, and cohesive soils of varying plasticity (from low-plasticity silts to moderately plastic clays). Beneath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

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

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.

Ownership



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 one-third of the 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 2 P/U, 8+19 ha

01

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, utility infrastructure, and landscaped green areas.

02

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

04

Restrictions and protected areas:

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

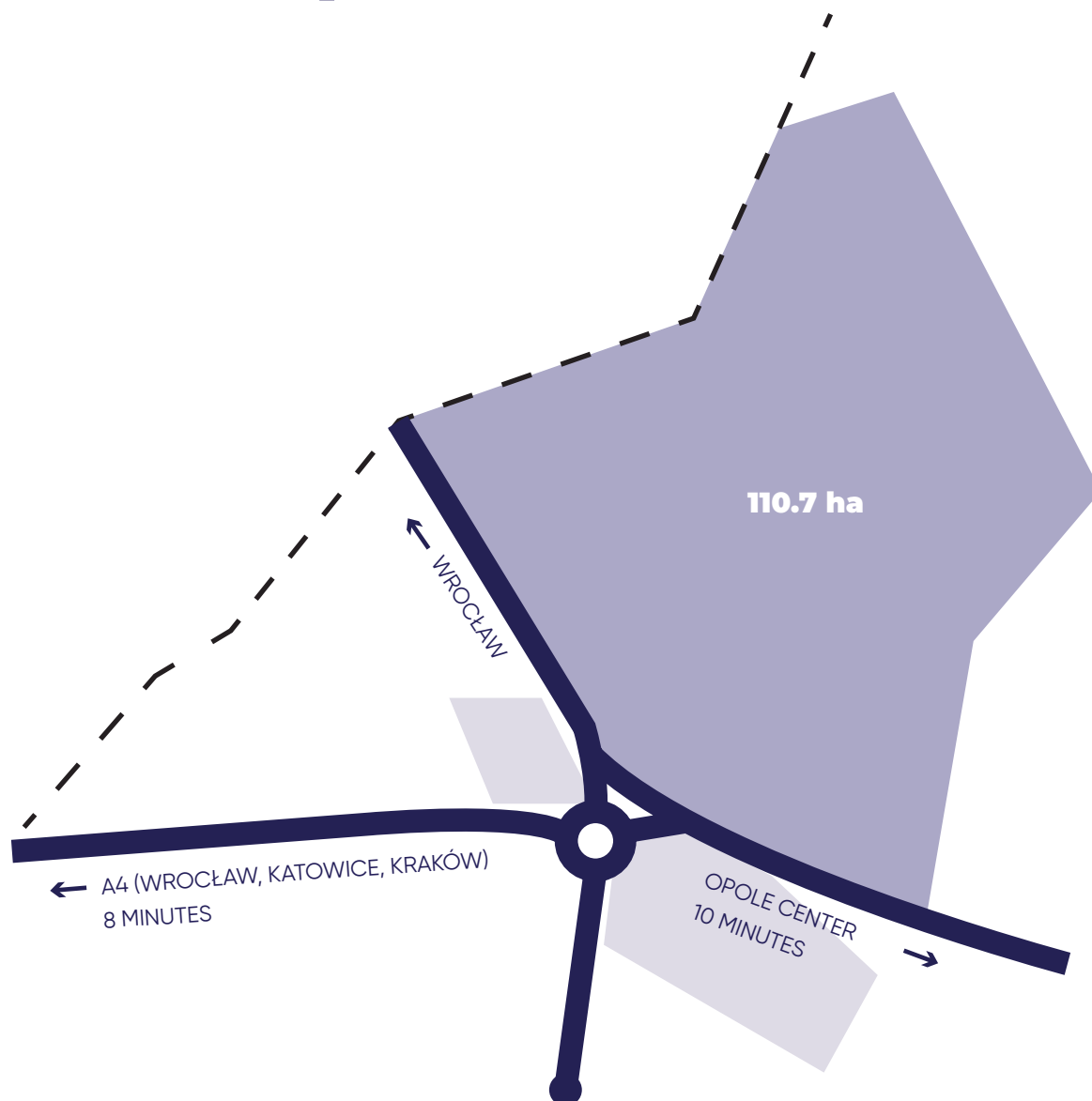
05

Access and transport:

- 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 dining seats
- Parking may be provided on-site or underground



Ownership



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).



Zoning plan / rules

Summary of the land – Site 1 U-P (valid on 39 ha)

01

Purpose of the area:

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

*max. building height 50 m

** max. building height 15 m

02

Development parameters:

- Max. built-up area: 60%
- Min. biologically active area: 20%
- Max. building height: 50 m (up to 5 storeys)

04

Restrictions and protected areas:

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

05

Access and transport:

- 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



Technical utilities

01 Electricity

Estimated connection time:

18 MW – available at site boundaries | 80 MW – within 12 months | 1000 MW – within 48 months

Voltage lines to site:

18 MW – 15 kV | 80 MW – 110 kV | 1000 MW – 400 kV

Cost of line extension:

Covered by Tauron and PSE companies

02 Natural gas

Estimated connection time:

20 000 Nm³/h | within 18 months by pipe | within 12 months by LNG station

Excess capacity:

20 000 Nm³/h

Cost of line extension:

Covered by Polish Gas Company



03 Water

Estimated connection time:

15 m³/h – available at site boundaries | 6000 m³/24h (tap water) and 830 m³/h (grey water)
– May 2027

Available capacity:

15 m³/h

Cost of line extension:

Covered by Water and Sewage Company

04 Sewage

Estimated connection time:

15 m³/h – available at site boundaries | 6000 m³/24h – May 2027

Available capacity:

15 m³/h

Cost of line extension:

Covered by Water and Sewage Company

05 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 the signing of the contract



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 be given priority status due to their 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 timetables will be adjusted to meet employees' needs.



Shuttle buses and regional bus transport

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.

The Opolskie Province has a well-developed network of roads, including national routes, providing connections to all county towns (county towns). 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.

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: Chróscina 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.

City of Opole incentives

property tax exemption

Property tax rates in Opole:

Land: 1.25 PLN/m²/year

Usable building area: PLN 32.40/m²/year

Land area: 100 ha = 1 000 000 m²

Usable building area:

estimation for 70% of the land area
= 700 000 m²

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.

Property tax calculation:

Land: 1 000 000 x 1,25 PLN = 1 250 000 PLN/year

Usable building area: 700 000 x 32,40 PLN = 22 680 000 PLN / year

Total property tax due: 23 930 000 PLN

Property tax exemption over 10 years:

23 930 000 PLN x 10 = 239 300 000 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		

Total workforce in the region

607,000 workers, of which
250,000 workers in 1h of drive

23 000 (6.7-6.8 %) unemployed, incl.:

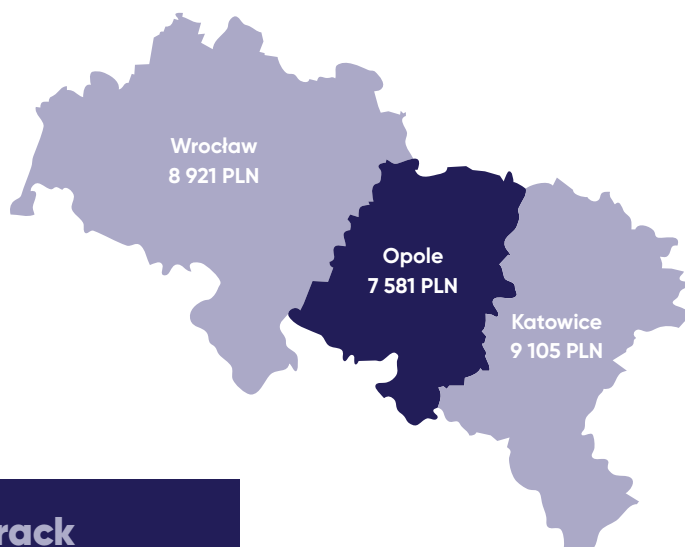
12.8 % – Higher education

20.6 % – Post-secondary and secondary
vocational education

11.4 % – Medium secondary education

26.9 % – Vocational education

Gross wages in the enterprise sector



Personnel procedure-related fast track

Fast-track procedures for work and residence permits
for managers, specialists, and foreign workers:

4 months ➤ to obtain a long-term stay (D-type) visa

3 month ➤ to obtain a work permit

Education

Central hub of Technical Universities

Opole is located at the heart of Silesia region, rich in technical universities, where only in Opole are 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.

Opole University of Technology

Opole University of Technology is a modern technical university with nearly 60 years of tradition, offering programmes across seven faculties. Students can pursue degrees in fields such as engineering, economics, construction, and logistics, as well as choose from a broad portfolio of postgraduate and doctoral studies. The university places strong emphasis on international collaboration – through exchange programmes such as Erasmus+, students can study and gain experience at partner institutions worldwide. It is also one of only four universities in Poland to host a Confucius Institute, supporting knowledge exchange and cooperation with China.

The Opole University of Technology also has a thriving student sports community: the Academic Sports Association brings together more than 2,500 students across 30 sports sections. Known for its innovative laboratories and close cooperation with industry, the university equips graduates with practical skills and prepares them for careers in the most advanced technology sectors.

More information is available at: po.edu.pl





University of Opole

The University of Opole is a dynamic academic hub that has been shaping education and research in the region since 1994. With twelve faculties, it offers a modern environment for learning, discovery and personal development. Students benefit from well-equipped laboratories, studios, IT and media centres, and extensive library resources.

As a member of the prestigious FORTHEN Alliance – linking nine European universities – the University of Opole provides access to international exchanges, scholarships and cross-border academic opportunities. Its wide range of majors and specialisations enables students to build comprehensive expertise in areas such as chemistry, biotechnology, physics, computer science, law and medicine. Beyond the classroom, campus life is rich with opportunities through student scientific clubs, culture, sport and self-government. The University of Opole is an innovative, multicultural institution that actively contributes to national and international research networks.

More information is available at: www.uni.opole.pl

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.

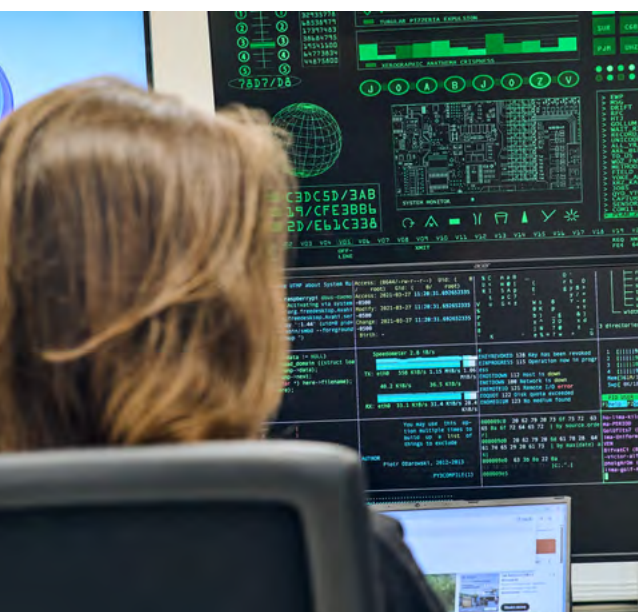


International Schools

The education system in Opole is continuously adapting to the needs of foreign residents in the city. A key component of this offer is international and bilingual education, available from the primary school level.

Since 2014, an international section has been operating at Public Primary School No. 20 in Opole. The curriculum is delivered in parallel in Polish and English. Students follow both the national core curriculum and elements of the American curriculum, developed in cooperation with NACEL, an international educational institution based in the United States. The classes are open to both Polish and foreign students, fostering natural intercultural integration and a high level of language competence.

Opole also offers international education at the secondary level at Maria Skłodowska-Curie III General Secondary School, which holds the status of an IB World School for the Diploma Programme. The school has undergone the formal International Baccalaureate authorisation process and delivers the full two-year IB Diploma Programme in accordance with IB standards, including external evaluation of teaching quality and school organisation.



The IB programme in Opole includes teaching selected subjects in English, the compulsory completion of the Extended Essay (an individual research project), student participation in the CAS programme (Creativity, Activity, Service), and assessment based on international IB criteria, independent of the Polish examination system. Students are prepared for final IB exams, the results of which are recognised by universities worldwide.

Admission to the programme is conducted within the public education system and is based, among other criteria, on a test of English language proficiency. The programme functions as an international section within a public school structure and is delivered by a designated IB coordinator and qualified teaching staff with authorisation to teach within this system.

Housing market

Opole is a modern, balanced, and highly livable city, offering a high-quality housing market at significantly lower costs compared to nearby Wrocław and Katowice. The city combines a compact scale, well-developed public, utility, technical and transport infrastructure, and proximity to green areas, making it an attractive place to live.

The housing market in Opole is characterized by a diverse offer. It includes both revitalization projects in the historic city centre and modern residential developments with travel times to key daily destinations not exceeding 15 minutes. Available housing ranges from small apartments for employees to large, comfortable flats.



The average price per square meter in Opole makes the city clearly competitive compared to neighboring centres such as Wrocław and Katowice, where prices are approximately 30% and 10% higher, respectively.

Opole also attracts residents with its high-quality urban infrastructure, availability of public services, and a well-developed education system and healthcare sector.

Strong interest in the housing market is reflected in the activity of developers, who are undertaking projects both within the administrative boundaries of the city and in suburban areas. This allows for a steady increase in housing supply while maintaining high affordability, one of Opole's key competitive advantages compared to neighboring metropolitan areas.

Recruitment support by the City of Opole

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 for large recruitments 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.





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