

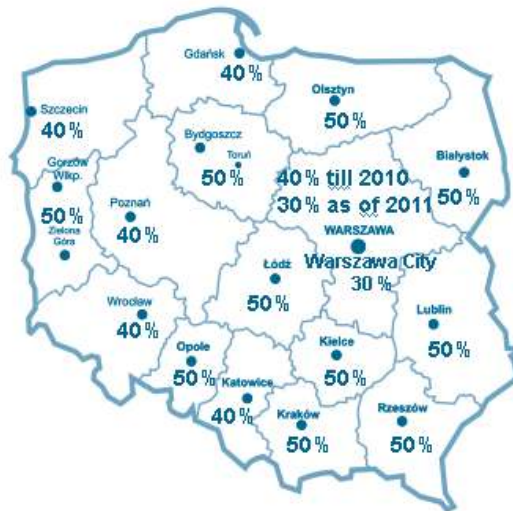
### <부록 1> 폴란드의 투자 인센티브 제도(폴란드 투자청)

#### Investment incentives scheme in Poland

Investment incentives available to investors (aid for initial investment or creation of new jobs related to initial investment) have to be granted in accordance with the regulations on state aid for entrepreneurs. It is possible to combine various forms of state aid however the total amount of tax exemptions or financial grants provided to an investor cannot exceed the admissible amount of regional state aid. Admissible intensity of regional aid is expressed as a percentage of qualifying costs, which include: investment outlays (aid for initial investment) or value of two-year labor costs of newly employed workers (aid for job creation). The regional aid for initial investment may be granted along with the aid for job creation, provided that the overall amount of aid does not exceed the maximum admissible amount of aid. Admissible amount of state aid is defined as the product of the maximum intensity of aid and the higher of the following two amounts: the value of investment outlays or the two-year labor costs of newly hired employees.

#### Maximum admissible intensity of regional aid in Poland :

Region	Maximum intensity
- City of Warsaw - between 1 January 2011 and 31 December 2013 - mazowieckie voivodship	30%,
Voivodships: pomorskie, zachodniopomorskie, dolnośląskie, wielkopolskie, śląskie and between 1 January 2007 and 31 December 2010 – mazowieckie voivodship	40%,
Voivodships: lubelskie, podkarpackie, warmińsko - mazurskie, podlaskie, świętokrzyskie, opolskie, małopolskie, lubuskie, łódzkie, kujawsko – pomorskie	50%.



With the exception of aid granted in favour of large investment projects the maximum aid intensity is increased for microenterprises and small-sized enterprises by additional 20 percentage points and for medium-sized enterprises by additional 10 percentage points

For large investment projects the level of aid is reduced. The admissible amount of aid for a large investment project (qualifying expenditures exceeding EUR 50 million) will be calculated according to the formula:

$$M_{\text{maximum amount of aid}} = R \times (50 + 0,50B + 0,34C)$$

Where:

R is the maximum aid intensity allocated to the given area;

B is the qualifying expenditure between EUR 50 million and EUR 100 million;

C is the qualifying expenditure above EUR 100 million.

Investments may benefit from regional aid on the following conditions:

- the investment must be maintained in the recipient region for at least 5 years (3 years in the case of SMEs)
- in case of aid for job creation newly created jobs should be maintained for

at least 5 years (3 years in case of SMEs)

Every case of regional investment aid must be notified to the European Commission if the aid proposed for the large investment project exceeds 75 % of the maximum admissible aid that an investment of EUR 100 million may obtain under the rules described above. Proposed aid cannot be put into effect before the Commission takes a decision authorizing such aid.

In case of individually notified projects where:

a) the aid beneficiary accounts for more than 25% of the sales of the product(s) concerned on the market(s) before the investment or will, after the investment, account for more than 25%; or

b) the production capacity created by the project is more than 5% of the market measured using apparent consumption data of the product concerned, unless the average annual growth rate of its apparent consumption over the last five years is above the average annual growth rate of the European Economic Area's GDP,

the Commission will approve regional investment aid only after a detailed verification, following the opening of the procedure provided for in Article 88 (2) of the Treaty Establishing European Community, that the aid is necessary to provide an incentive effect for the investment and that the benefits of the aid measure outweigh the resulting distortion of competition and effect on trade between EU Member States.

There are also available cash grants from Polish State Budget which are granted after individual negotiations with the Polish Government (ad hoc aid). This aid may be granted in case of strategic sectors (indicated by the Polish Government) due to:

- creation of new work places, or
- incurring expenses related to the new investment.

With regard to labor market instruments, some of them constitute state aid, some do not (details below).

Regional Aid					
No.	Type of instrument	Eligibility criteria	Maximum amount of support	Competent authority (institution)	Procedure
1.	<p>Exemption from corporate income tax (CIT) on income generated from business activity conducted in the special economic zone (SEZ)</p> <p>Possibility of including the land chosen by an investor into the boundaries of the SEZ</p>	Investment of at least EUR 100,000.	Maximum admissible intensities of regional aid are applied.	<p>Management board of the special economic zone</p> <p>Minister of Economy</p>	<p>Permits for conducting business activity in the SEZ are issued by way of a tender or negotiations following a public invitation.</p> <p>Changes to the boundaries of the SEZ are introduced in the form of an amendment to the relevant Ordinance of Council of Ministers. Draft amendment is submitted by the Minister of Economy.</p>
2.	Exemption from real estate tax: - possibility of decreasing the tax rate or full exemption for a specified period of time	Defined in resolutions of commune councils introducing exemptions.	Defined in resolutions of commune councils introducing exemptions.	Commune Council (Rada Gminy)	Exemptions are available only in certain communes, which adopted resolutions on exemptions. If all requirements set out in the resolution are fulfilled, the exemption is granted, but it is still necessary to submit an application to the local authority.

Labor market instruments						
No.	Type of instrument	Characteristic	Maximum amount of support	Direct recipient	Employer's obligations	State aid
1.	Reimbursement of costs of equipment or additional workplace equipment	- Applicable only for the unemployed persons - Reimbursement of costs incurred by employer. - Contract between the starost and the employer.	Amount specified in the contract, not exceeding PLN 14.756,80 -500% of an average remuneration in the national economy in date of signing the contract	Employer	Full-time employment contracts for at least 3 years (2 years – small and medium-sized enterprises)	Yes
2.	Subsidized works	- Applicable only for the unemployed persons in special situation on the labor market*. - Reimbursement of a part of costs of remuneration, bonuses and social insurance contributions. - Contract between the starost and the employer. - Maximum subsidizing period: 6 months (reimbursement for every month) or 12 months (reimbursement for every second month). Exceptions for certain categories of unemployed * - 12 or 18 months – in the case of reimbursement for every second month. For unemployed after 50 years old: 24 or 48 month - in the case of	Monthly amount specified in the contract, not exceeding: - ca.** PLN 640,09 per one full-time employee (amount of unemployment benefit + social insurance contributions on reimbursed remuneration), - ca. PLN 653.08 per one employee - in case of part-time (at least half-time) employment, (amount of 50% of minimum remuneration + social insurance contributions on reimbursed remuneration) - ca. PLN 1.306,16 per one full-time employee (amount of minimum remuneration + social insurance contributions on reimbursed	Employer	Full-time or part-time employment of the unemployed person in special situation on the labor market, delegated by the labor office.  +At least 6 month employment of a person directly after completion of the subsidised contract lasting	Yes

		<p>reimbursement for every second month</p> <p>- Bonus for continuation of employment.</p>	<p>remuneration) - in case of reimbursement for every second month (full-time employment). + extra lump-sum reimbursement of remuneration in the previously agreed amount, however not exceeding PLN 4427,04 - 150% of an average remuneration in the national economy - in case of continuation of employment.</p>		<p>at least 6 months, and after this period continuation of full-time employment.</p>	
3.	Apprenticeship	<p>- Acquisition of practical skills by an unemployed person to perform work by exercising specific tasks in the workplace without signing an employment contract with the employer</p> <p>- Applicable only for the unemployed under the age of 25 (or 27 in the case of graduate unemployed).</p> <p>- Contract between the starost and the employer.</p> <p>- Maximum 12 months.</p>	<p>The unemployed person receives a scholarship amounting PLN 772,52 (amount of 140% of the unemployment benefit) paid by the starost.</p>	<p>The unemployed.</p> <p>Employer does not incur any costs of the apprenticeship or vocational training</p>	<p>Appointment of a tutor of the unemployed, realization of an apprenticeship or vocational training program specified in the contract, issuing an opinion containing information on performed tasks, obtained qualifications and vocational skills by the unemployed person.</p>	No
4.	Vocational training at the workplace	<p>- Acquiring new qualifications or vocational skills by practical performance of work in a given post, without signing an</p>				

		employment contract with the employer - Applicable only for the unemployed persons in special situation on the labor market***. - Contract between the starost and the employer. - Maximum 6 months.				
5.	Reimbursement of the costs of social insurance contributions	- Single reimbursement - Contract between the starost and the employer	The amount specified in the contract, not exceeding PLN 3,378.00 PLN – 300% of a minimum remuneration for work	Employer	Full-time employment of the unemployed person delegated by the labor office for at least 12 months. Continuation of employment after that period.	Yes
6.	Training of the unemployed in accordance with employer's needs	- Organizing and financing trainings for the unemployed by the starost.	Partial or full financing of training cost	Training institution. Employer does not incur any costs of training.	-	No
7.	Reimbursement of the commuting costs	- Reimbursement of the costs for the person delegated by labor office. - Maximum 12 months. - The person receives remuneration not exceeding PLN 2,252.00 (200% of the minimum remuneration for work). - Applied in case of employment, vocational training at the workplace or		Employee and the unemployed serving his/her apprenticeship or vocational training at the workplace.	Employment of the unemployed delegated by labor office or taking on for apprenticeship or vocational training.	No

		apprenticeship				
8.	Reimbursement of accommodation costs	<ul style="list-style-type: none"> <li>- Reimbursement of the costs for the person delegated by labor office.</li> <li>- Maximum 12 months.</li> <li>- The person receives remuneration not exceeding PLN 2,252.00 (200% of the minimum remuneration for work).</li> <li>- The time of journey to the workplace and the time of return to the place of permanent residence – total time exceeding 3 hours daily.</li> <li>- Applied in case of employment, vocational training at the workplace or apprenticeship</li> </ul>				
9.	Recruitment services	Free advice and assistance in recruitment.		Employer Unemployed		No

\* Persons in special situation on the labor market (vulnerable persons): unemployed persons under the age of 25, long-term unemployed or women who were not employed after giving birth to a child, unemployed above the age of 50, unemployed without vocational qualifications, professional experience or secondary education, unemployed single persons who bring up children under the age of 18, unemployed persons who were not employed after serving a sentence of imprisonment, disabled unemployed persons, delegated by the labor office.

\*\* Exact amount of reimbursement depends on the amount of contribution to



the accident insurance, depending on the level of occupational hazard in a given trade.

\*\*\* Persons in special situation on the labor market: long-term unemployed or women who were not employed after giving birth to a child, unemployed above the age of 50, unemployed without vocational qualifications, professional experience or secondary education, unemployed single persons who bring up children under the age of 18, unemployed persons who were not employed after serving a sentence of imprisonment, disabled unemployed persons.