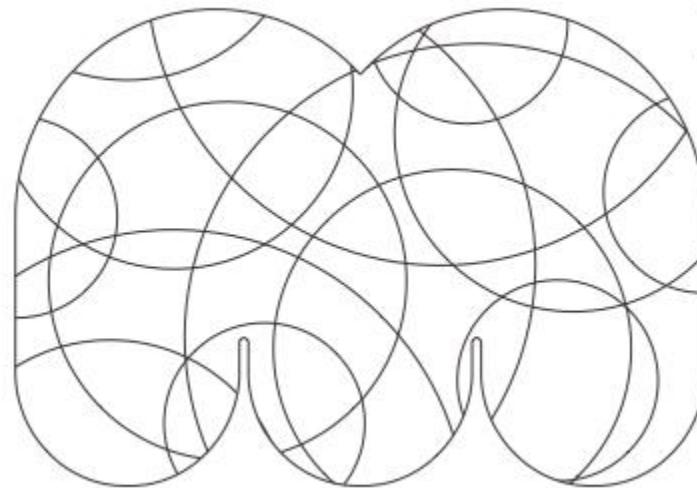


INVESTINMAFRA

YOUR NEXT LOCATION



Mafra

SURF

E X P O

web

summit

surf

summit

PORTUGAL KEY FIGURES



EMPLOYMENT AND LABOUR SUPPLY

Resident Population	10 302 200
Labour Force	4 661 500
Unemployment Rate	8,8%
Unemployment Rate (aged between 18-24)	22,7%
Unemployed Population	410 819
Engineering. + Tech Students 30% of total	108 234
Graduates and PhDs Engeen. and Tech 2015	28 402

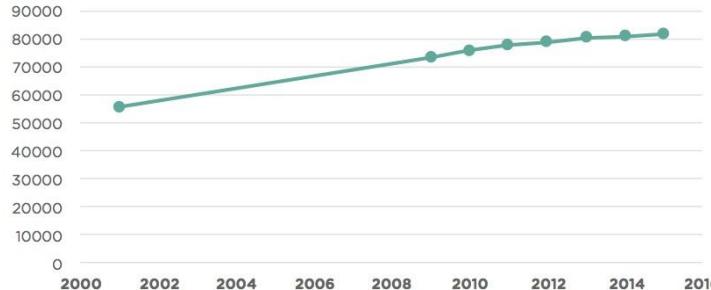
LABOUR FORCE BREAKDOWN, ACCORDING TO ECONOMIC ACTIVITY



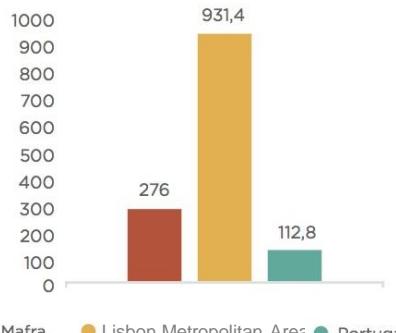
Source: Statistics of Portugal, Boletim Mensal de Estatística, December 2016

MAFRA KEY FIGURES

Resident Population, 2000-2016



Population Density, 2014
(people per sqm)



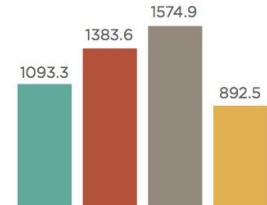
● Mafra ● Lisbon Metropolitan Area ● Portugal

EMPLOYMENT AND LABOUR SUPPLY

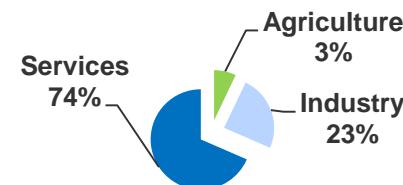
Resident Population	81 199
Labour Force	54 136
Unemployment Rate	4,0 %
Unemployment Rate (aged between 18-24)	16,9 %
Unemployed Population *	2 139

(*Source IEFP Set2017)

AVERAGE WAGES, €



LABOUR FORCE BREAKDOWN,
ACCORDING TO ECONOMIC ACTIVITY



INTERNATIONAL BENCHMARKING

AVAILABILITY OF LATEST TECHNOLOGIES RANK

Global Competitiveness Report 2015-2016
140 Countries

FIRM-LEVEL TECHNOLOGY ABSORPTION

Global Competitiveness Report 2015-2016
140 Countries

FDI & TECHNOLOGY TRANSFER

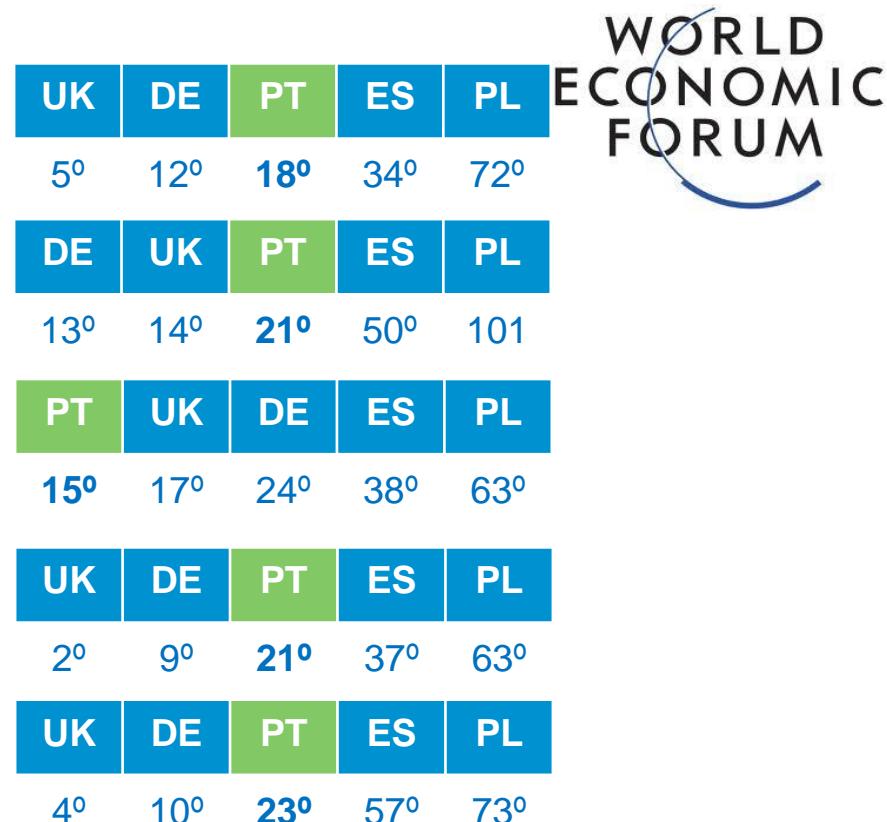
Global Competitiveness Report 2015-2016
140 Countries

QUALITY OF SCIENTIFIC INSTITUTIONS

Global Competitiveness Report 2015-2016
140 Countries

UNIVERSITY-INDUSTRY R&D COLLABORATION

Global Competitiveness Report 2015-2016
140 Countries



INTERNATIONAL BENCHMARKING

R&D EXPENDITURE RANK

Global Talent Competitiveness Index Report 2015-2016
102 Countries



RESEARCHERS RANK

Global Talent Competitiveness Index Report 2015-2016
102 Countries



SCIENTIFIC JOURNAL ARTICLES

Global Talent Competitiveness Index Report 2015-2016
102 Countries



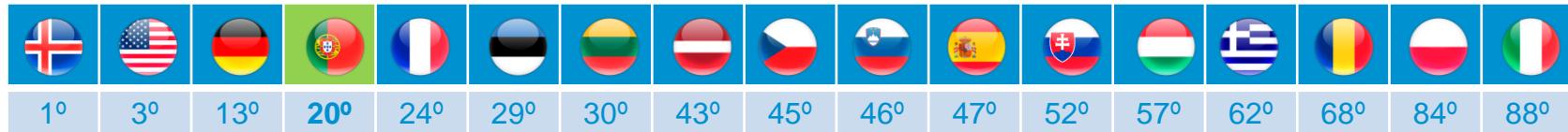
INNOVATION OUTPUT

Global Talent Competitiveness Index Report 2015-2016
102 Countries



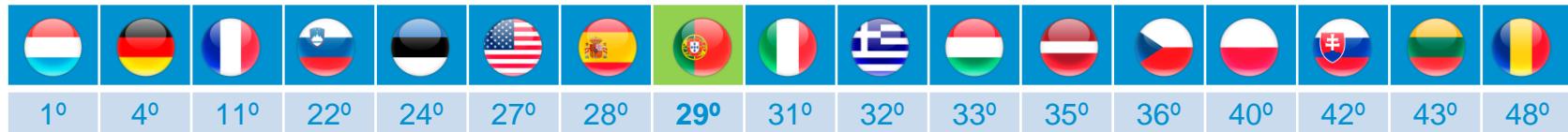
INTERNATIONAL BENCHMARKING

TECHNOLOGY UTILIZATION



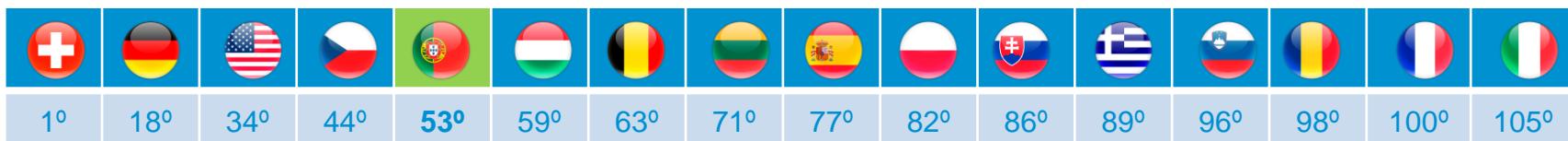
ICT INFRASTRUCTURE

The Global Talent Competitiveness Index Report 2015-2016 (102 countries)



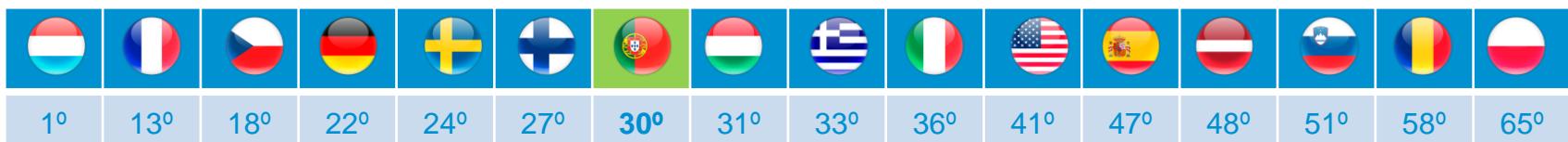
LABOR-EMPLOYER RELATIONSHIP

The Global Talent Competitiveness Index Report 2015-2016 (102 countries)



INTERNATIONAL STUDENTS

The Global Talent Competitiveness Index Report 2015-2016 (102 countries)

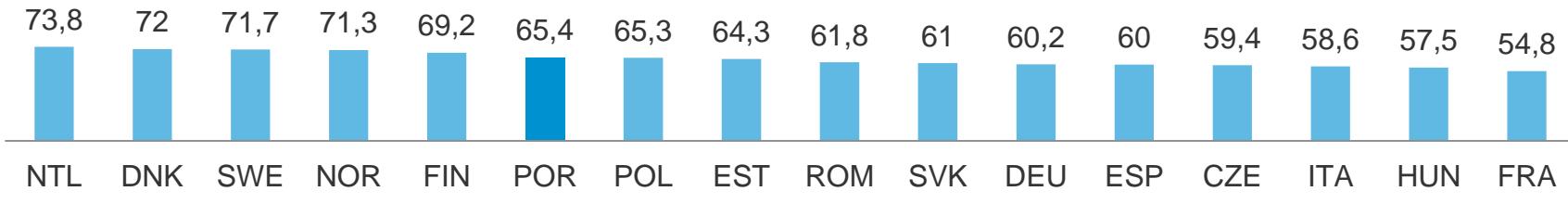


The Global Talent Competitiveness Index Report 2015-2016 (102 countries)

INTERNATIONAL BENCHMARKING

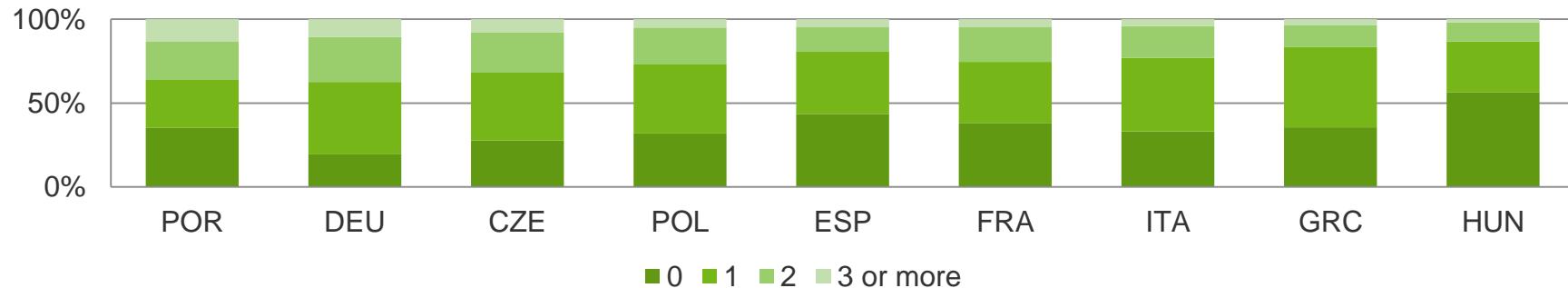
LANGUAGES

WORKFORCE ENGLISH PROFICIENCY



Education first – English Proficiency Index for Companies

NUMBER OF SPOKEN LANGUAGES



Source: Eurostat (2011)

STRATEGIC LOCATION



Mafra – Sines 190 km (always by highway)

INFRASTRUCTURE

WORLD
ECONOMIC
FORUM



Infrastructures
16th



Air Transport
28th

 IMD World Competitiveness
Yearbook 2016 (60 countries)

Connectivity
Communications
technology meets
business
requirements
12th
7th



7 INTERNATIONAL AIRPORTS
Portugal mainland and islands

Portugal has 10 airports with connections to over 160 domestic and international destinations.

**NUMBER OF
WEEKLY
FLIGHTS
FROM
LISBON &
PORTO TO**

Paris	216	Hamburg	22
London	154	Beijing	3
Madrid	94	New York	23
Frankfurt	75	Luanda	22

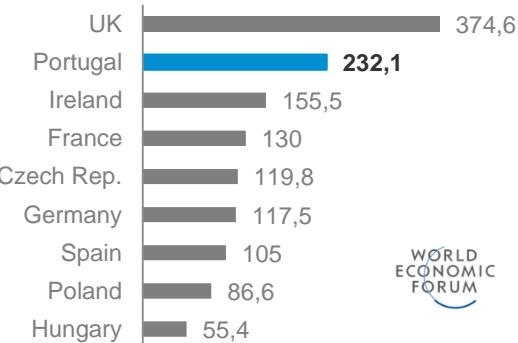
**AVERAGE
TIME
FROM
MAFRÀ
TO***

Lisbon	33 mins.
Lisbon Airport	26 mins.
Lisbon Maritime Port	32 mins.
Lisbon Rail Freight	28 mins.

* Through highways A8 & A21



Internet Bandwidth Speed per Internet User (kbps) – 2016 Report



WORLD
ECONOMIC
FORUM

1. World Economic Forum's competitiveness ranking 2016/2017(138 countries).

OFFICE SPACE: AVERAGE RENTS LISBON, PORTO & MAFRA

LISBON AREA	EUR/sqm/month	INDUSTRIAL WAREHOUSE	EUR/sqm/month	OFFICE SPACE	EUR/sqm/month
Central Business District	14,5	Mafra	3,5	Ericeira	7,0
Parque das Nações	15,0	Malveira	3,5	Mafra	5,5
West Corridor	9,5			Malveira	6,5



Source: Cushman & Wakefield, Marketbeat Portugal Autumn 2016



Source: CMM 2017



Source: CMM 2017

OFFICE SPACE
Rents EUR/sqm /year

MAFRA	LISBON	BRUSSELS	WARSAW	MADRID	MUNICH	PARIS
102€	244€	316€	324€	353€	452€	800€

Source: Cushman & Wakefield, Office Space Across the World, 2014, Central Business District

INVESTINMAFRA 10

QUALITY OF LIFE

Mafra is a good location for investments but also a **GREAT PLACE TO LIVE AND ENJOY**. Safe, sunny, with unique nature, rich leisure and cultural amenities, and with high quality healthcare facilities.



- Sun
- Weather
- Sea and Beach
- 11Km of beautiful coastline
- 13 Beaches
- Europe's first World Surf Reserve
- Nature and Landscapes
- Tapada Nacional de Mafra
- Heritage and Tradition
- Culture
- Historical Monuments
- Schools
- Support Infrastructures
- Cost of living
- Young population
- 20 minutes from Lisbon

THE
HUFFINGTON
POST

"Top 10 Countries With the Best Weather and Climate" -

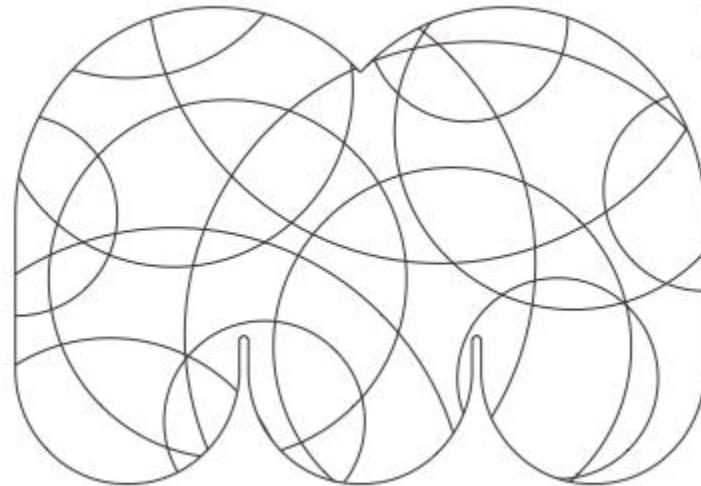
Aug 08, 2016

10. Portugal : "the country is considered the third most welcoming country for expats overall and ranks fifth in both, the Quality of Life and the Ease of Settling In Index"

the guardian

"Sun, surf and low rents
Saturday 29 October 2016

LABOUR SYSTEM



Mafra

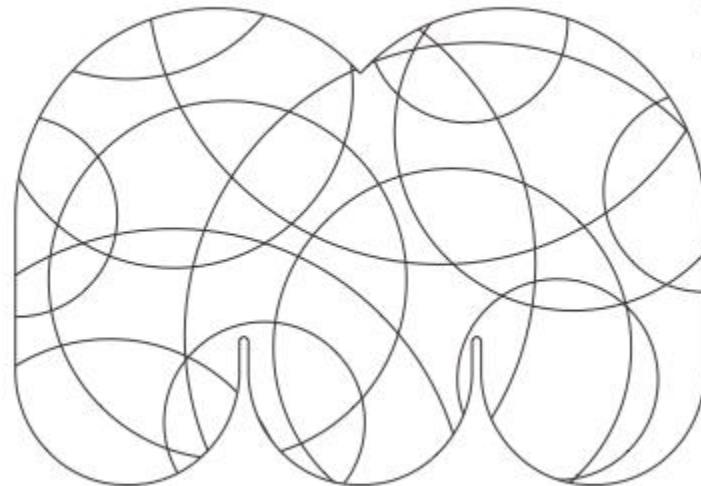
LABOUR REGULATIONS

WORKING HOURS	
Regular working hours	<ul style="list-style-type: none"> • 8 daily working hours • 40 weekly working hours
Bank of Hours	<ul style="list-style-type: none"> • + 2 hours a day • 50 hours a week • Increase limited to 150 hours a year <p>Under collective agreement :</p> <ul style="list-style-type: none"> • + 4 hours a day • 60 hours a week • Increase limited to 200 hours a year
Annual Paid Vacation	22 business days
National Holidays	13

REMUNERATION	
Guaranteed Monthly Minimum Wage	557,00 EUR (Portugal 14 months/ year)
Social Security Contributions	23,75% Employer 11% Employee
Night time work	25% additional charge (between 10:00pm and 7:00am)
Overtime Limits: a) 175 or 150 hours per year (depending on the company's size). The annual limit might be increased to 200 hours per year by Collective Bargaining Agreement; b) 2 hours per working day.	+ 25% for the first hour + 37,5% per hour thereafter on a business day + 50% for each hour on a mandatory or extra day off, or on public holidays
Maternity Leave	120 or 150 consecutive days

Source AICEP, 2016

TALENT POOL



Mafra

TALENT

ENGLISH PROFICIENCY INDEX 2016



Portugal is high proficiency

#15

out of 72 countries

- 85.4% of the students learn 2 or more foreign languages (Eurostat 2014: 59.9% in EU-28, 55.3% in France or 45.7% in Spain)
- English learning is **mandatory** from elementary school
- 15,181 native French live in Portugal (registered at the French Embassy)
- Half a million **foreigners** are currently living in Portugal
- 11 international schools 20 minutes from Mafra

EDUCATION



IMD World Competitiveness Yearbook
2016 (61 countries)

Availability of qualified
engineers

9th

Flexibility & adaptability

10th

Language skills that meet
the needs of enterprises

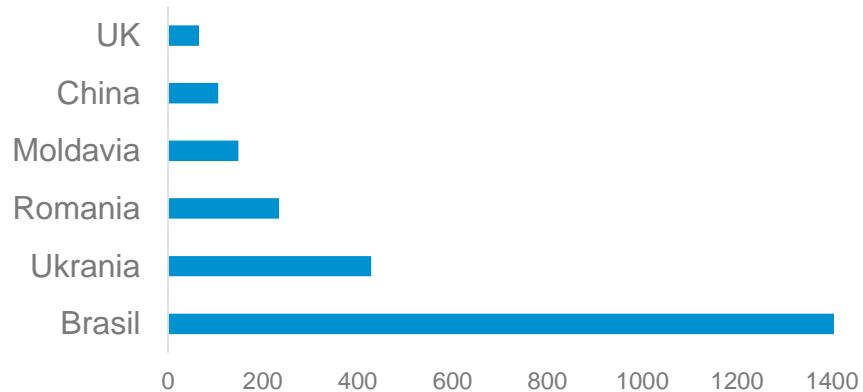
12th

Source: Education First, English Proficiency Index 2016/ IMD World Competitiveness Yearbook 2016



MULTILINGUAL ENVIRONEMNT

FOREIGNERS BY LANGUAGE
Native speakers living in Mafra, 2015*

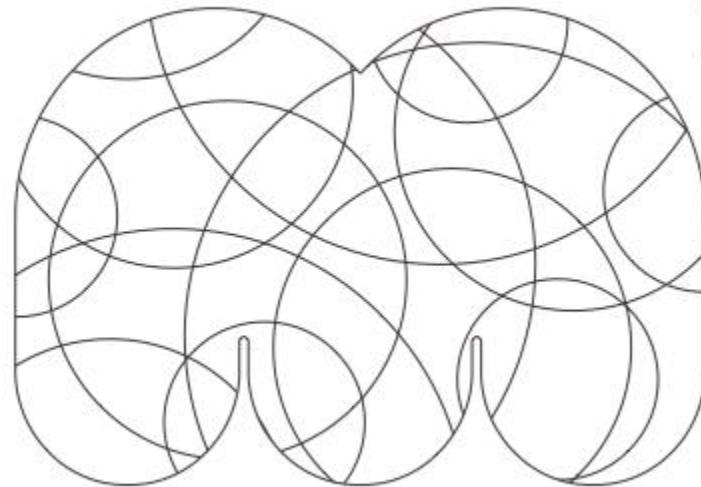


PORTUGAL

29.896 new immigrants in 2015 (+ 53% than in 2014):
- 50% **Portuguese nationality**;
- 43% **born in Portugal**;
- 81% aged between **15 and 64** years old;
- 55% from **Europe**.

* Total = 2 978, Europe = 1 161, Asia = 159, Americas = 1 513, Africa = 145

INCENTIVES



Mafra

INCENTIVES & GRANTS

Incentive instruments were revised, simplified and reinforced.

NEW ADDED VALUE PROPOSAL

PRODUCTIVE INVESTMENT

- Financial incentives (Portugal 2020)
- Tax incentives (Investment Tax Code)

R&D INVESTMENT

- Financial incentives (Portugal 2020)
- Tax incentives (SIFIDE II)

OTHER INCENTIVES

JOB CREATION INCENTIVES

NON-HABITUAL RESIDENTS

Flat rate for qualified expatriates

INCENTIVES & GRANTS

PRODUCTIVE INVESTMENT

- Financial incentives (Portugal 2020)
Interest free loan. Up to 50% of the loan can be converted into cash grant depending on the project performance.
- Tax incentives (Investment Tax Code)
Corporate income tax credit as a percentage of eligible expenses (10 to 25%).



Maximum rate for
Non-SMEs¹

R&D INVESTMENT

- Financial incentives (Portugal 2020)
Cash grant up to €1,000,000 of incentive. Above €1,000,000, 25% as an interest-free loan and 75% as cash grant.
- Tax incentives (SIFIDE II)
Corporate income tax credit as a percentage of eligible expenses (32,5%).



Maximum rate for
Industrial Research
Projects



Maximum rate for
Experimental
Projects



Simulation
Request

An incentives package will be set up according to your investment project. Request a simulation from our experts today to know how much your company will be eligible for.

1. Financial grants combined with tax incentives may not exceed 25% of the eligible investment. For projects located in Lisbon and Algarve regions, only investments in new activity are eligible up to a limit of 10% of the eligible investment.

JOB CREATION Incentives

INTERNSHIPS (UP TO 9 MONTHS*).

TARGET

Unemployed aged between 18 and 30 (inclusive)*, with a qualification level >1.

GRANT TO EMPLOYERS

Monthly support*:

Primary education (Level 2)

Secondary education (Level 3)

Secondary vocational educational (Level 4)

Post-secondary non-tertiary (Level 5)

Tertiary education (Levels 6, 7 and 8)



438,16

505,23

538,77

572,31

656,15

EMPLOYERS COST



>20%



Monthly
Salary

Social Security
Contributions

ENTITY IN CHARGE

Public Employment Service (IEFP).

* General rule.

Source: Portuguese Government.

JOB CREATION Incentives

EXEMPTION OF SOCIAL CONTRIBUTIONS.

TARGET

Young people looking for first job, aged under 30 years;
Long-term unemployed (registered at the employment center for more than 12 months).

GRANT TO EMPLOYERS

Exemption from payment of Social Security Contributions [23.75%] for a maximum period of 36 months (only applies to permanent contracts).



ENTITY IN CHARGE

Social Security.

JOB CREATION INCENTIVES

“Contrato Emprego” Programme.

TARGET

Unemployed people (registered at the employment center for 6 months).

GRANT TO EMPLOYERS

Support up to 9 months:



Permanent contract	3.791,88
Fixed-term contract (general rule)	1.263,96

ENTITY IN CHARGE

Public Employment Service (IEFP).

CONDITIONS

This measure is not cumulative with the Exemption of Social Contributions.

There are three calls during the year: February, May and October.

Expats Tax Regime

+ World Class Talent in Portugal.

TARGET

Qualified Expatriates in (i) high added-value activities, (ii) scientific, artistic or technical activities, and (iii) upper management positions.

INCENTIVES FOR EMPLOYEES

Flat rate for Income tax of **20%**
(plus 3.5%) for 10 years.

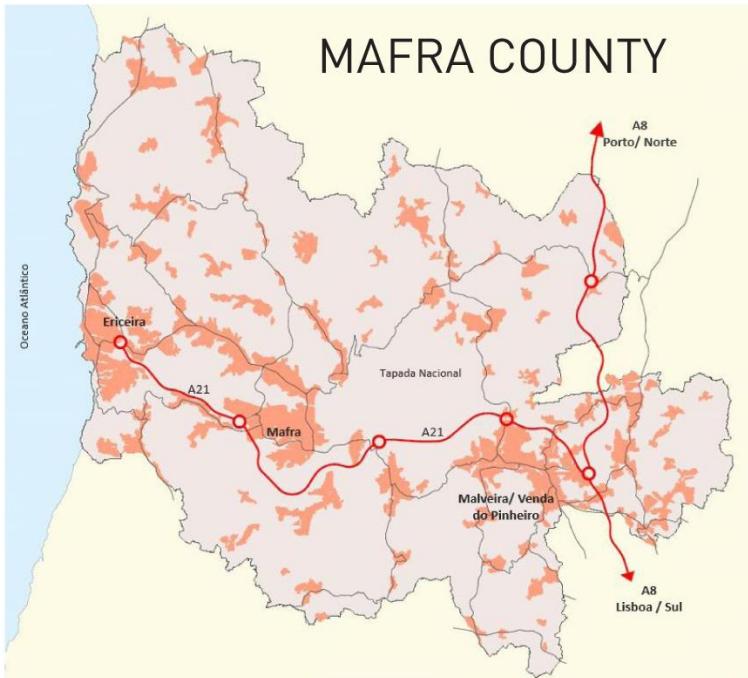


ENTITY IN CHARGE

Tax Authority.

4914 SQ. KM OF A LAND AND SEA OF OPPORTUNITIES

Potential development sites for new businesses and services



290 Sq. km

Municipal Territory



70 Sq. km

Natural areas

45 Sq. km

Urban areas



11 Sq. km

Recreation and leisure

25 km

Lisbon airport



Port of Lisbon

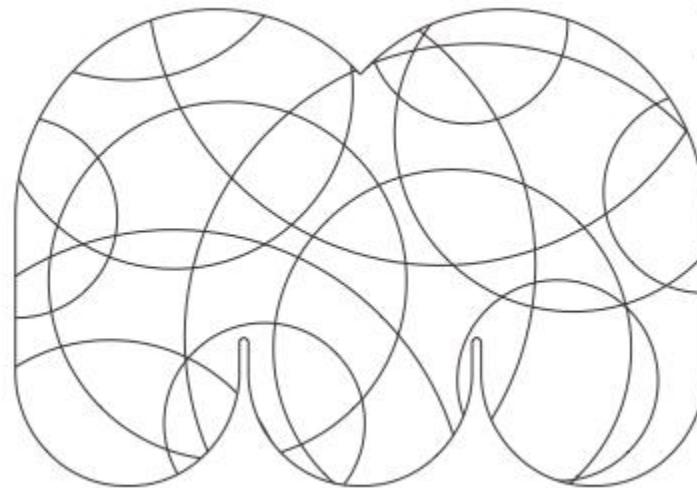


7 km

Rail freight transport

INVESTINMAFRA

YOUR NEXT LOCATION



Mafra