



Rheinland-Pfalz

INVESTMENT GUIDE



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DR. VOLKER WISSING

MINISTER OF ECONOMIC AFFAIRS, TRANSPORT,
AGRICULTURE AND VINICULTURE

INVEST IN RHINELAND-PALATINATE!

Products “made in Rhineland-Palatinate” are in demand around the world: With an export rate of 56 percent, the economic hub of Rhineland-Palatinate ranks second among the German federal states. Our industrial, trade and service enterprises enjoy a high degree of recognition the world over. Their entrepreneurial spirit, imagination and drive make our medium-sized companies competitive on the international marketplace. Their success makes our country economically and socially strong.

With our Hidden Champions and global companies in mind, we help, in particular, small and medium-sized companies innovate through targeted support in research and development and technology transfer. The spectrum of innovative companies is wide and deep. They are deployed in future-oriented industries, nationally and internationally, and are systematically creating networks and clusters among themselves. This direct cooperation creates innovative business and product ideas that will be internationally marketed by our company.

We support companies from home and abroad that would like to invest in Rhineland-Palatinate. We provide them with information about taxation and legal aspects with regards to founding a company or a joint venture, and we provide them with contacts to companies and institutions.

In this brochure, you will find the services offered by the Investment and Economic Development Bank of Rhineland-Palatinate (ISB) as well as suitable contact partners for your questions, in addition to essential information about investment requirements in Rhineland-Palatinate. Find your way to us in Rhineland-Palatinate: Invest here, it's worth it!

Volker Wissing



RheinlandPfalz

MINISTRY OF
ECONOMIC AFFAIRS,
TRANSPORT, AGRICULTURE
AND VINICULTURE

RHEINLAND-PFALZ – YOUR BUSINESS LOCATION AT A GLANCE

State Capital	Mainz
Three largest cities (inhabitants)	Mainz (200,957), Ludwigshafen (165,560), Koblenz (108,900)
Area	19,854 km ²
Population	4 million, 201/km ²
Average age	44.1
Foreign borders	Belgium, Luxembourg, France
Home borders	Nordrhein-Westfalen, Hessen, Baden-Württemberg, Saarland
Number of foreign nationals	315,497
Important industries	Chemicals and pharmaceuticals, Automotive engineering (incl. suppliers), Metal production and processing, Mechanical engineering, Food and beverages
Export ratio 2013	54.1 % (Germany 47.5%)
Unemployment rate 2012	5.3% (Germany 6.8%)
Websites	www.rlp.de ; www.isb.rlp.de



A LOCATION WITH AN ATTRACTIVE INVESTMENT CLIMATE

The state of Rheinland-Pfalz, one of the most dynamic economies in Germany, is a forward-looking business location. With its high export ratio and one of the lowest unemployment rates, the Rheinland-Pfalz economy traditionally assumes a leading position in Germany. In

Rheinland-Pfalz we are open to the world and welcome people from all nationalities. Besides, finding qualified employees is easy as the state pays special attention to professional training.

INDUSTRY OVERVIEW, CLUSTERS, R & D

The state focusses particularly on supporting research, development and technology transfer in small and medium-sized companies. To this end several cluster initiatives and networks have been developed. Companies in the commercial vehicles and automotive industry, the metal and ceramics sector or in the chemical and pharmaceutical industry work together side by side with internationally successful companies. Health care management has also become one of the principal sectors of our economy and is considered an important driver

of future growth in Rheinland-Pfalz. The most promising up-and-coming sector however is that of renewable energies and energy efficiency.

Some of the most reputed Research Facilities like Fraunhofer and Max-Planck Institutes are located in Rheinland-Pfalz. These and more than 20 other universities and research organizations have a long tradition in training new generations of highly qualified workers.

INTERNATIONAL TRANSPORT CONNECTIONS

Air, rail, road, and waterways serve world markets. Thanks to an excellent motorway system, fast access to the airports of Frankfurt, Frankfurt-Hahn and Cologne/Bonn as well as to ultra-fast trains destined for Ger-

man and European metropolitan areas, Rheinland-Pfalz is truly well connected. And then there's the Rhine, of course — Europe's most important waterway.

ESTABLISHING A COMPANY IN RHEINLAND-PFALZ

MOST COMMON CORPORATE FORMS IN GERMANY

Foreign investors may establish a business in Germany in whatever corporate form is best suited for their purpose, be it an independent subsidiary, a joint venture or just a branch office.

The GmbH (Gesellschaft mit beschränkter Haftung) is the most common form of limited liability company in Germany. For investors doing business in Germany it is also the legal corporate structure preferred. In this corporate form shareholder liability is limited to the subscribed capital; at the company level it is restricted to its assets.

Currently at least Euro 25,000 worth of capital is required to found a GmbH. A GmbH is managed and legally represented by its managing directors. There must

be at least one managing director (who does not have to be a shareholder nor a German resident). The company may have several partners who share in the profits and losses in accordance with their shareholding. By issuing binding instructions or directions to the managing directors, the shareholders may exercise direct influence on the management of the GmbH.

The estimated total costs for the formation of a standard GmbH are approximately Euro 730 to Euro 1,000 plus fees for legal counsel if a lawyer is employed to draw up the articles of association. Ideally, the time-frame for the formation of a GmbH is two to three weeks. After registration in the commercial register (Handelsregister) which establishes the liability limits, the company may start its operation.

Since November 2008 – through the reform of the German GmbH Act – a new corporate category has been created. It is the so-called **limited liability entrepreneurial company (“UG” or “Mini GmbH” in German)**. It permits an investor to establish a company with limited liability and begin operations with just one Euro as start-up capital. The UG must put aside one quarter of annual profits to allow its share capital to grow to the GmbH level. Once this level has been reached, the accumulated capital can be converted into share capital and the UG can then change its name into a GmbH.

The establishment of a Mini-GmbH will involve costs of around Euro 300 due to the low share capital and the standard articles of association.

The foundation of a UG may be applicable mainly in the service industry as initially there is usually less demand for credit, whereas for industry the foundation of a conventional GmbH will be recommended.

In legal terms the Mini-GmbH is generally subject to the same rights and obligations as the standard GmbH.

The new Act aims to strengthen the position of the GmbH in relation to other European company forms, such as the British Limited, by reducing the cost and paperwork required to found a GmbH.

Despite the creation of the UG, some banks and German business partners may still be more comfortable doing business with a traditional GmbH. **Therefore the traditional GmbH remains the most attractive option.**

A **Limited Partnership (KG)** has a capital-based nature and no restriction on the number of partners. Two types of partners are necessary, at least one general partner (Komplementär) who is personally liable without limitation and one or more partners (Kommanditist) whose liability is limited to his/their respective share of the partnership capital.

A special form of the KG is known as the **GmbH & Co. KG**. It consists of a limited partnership (KG) in which the general partner (Komplementär) is a limited liability company (GmbH). The GmbH is fully liable for the debts and liabilities of the GmbH & Co.KG. The liability of the limited partners (Kommanditisten) is limited to their respective share of the partnership capital.

The **Stock Corporation (Aktiengesellschaft or AG)** generally enjoys an excellent market reputation among business partners. An AG must have a minimum share capital of Euro 50,000 (which must be fully subscribed by the founding shareholders). The AG is managed by its management board. It comes into existence upon registration in the commercial register. The founding formalities and costs of an AG are relatively high, and the AG is subject to extensive organizational obligations in day-to-day business. Legal consultation is advisable for drawing up the articles of association which need to be certified by a notary. Legal relationships are defined in the German Stock Companies Act (Aktiengesetz).

Summary of most common forms of Corporations and Partnerships

Legal Form	Minimum Number of Partners	Minimum Share Capital	Legal Liability
GmbH – Limited Liability Company	One partner	EUR 25,000	Liability limited to share capital
"Mini GmbH" – Limited Liability Entrepreneurial Company	One partner	EUR 1.00	Liability limited to share capital
KG – Limited Partnership	Two partners: general partner and limited partner	Not required	General partner: personal unlimited liability Limited partner: limited share liability
GmbH & Co. KG	Two partners: general partner (GmbH) and limited partner (the general partner is typically the limited partner of the KG)	Not required	General partner (GmbH): personal unlimited liability Limited partner: limited share liability
AG – Stock Corporation	One partner	EUR 50,000	Liability limited to stock capital

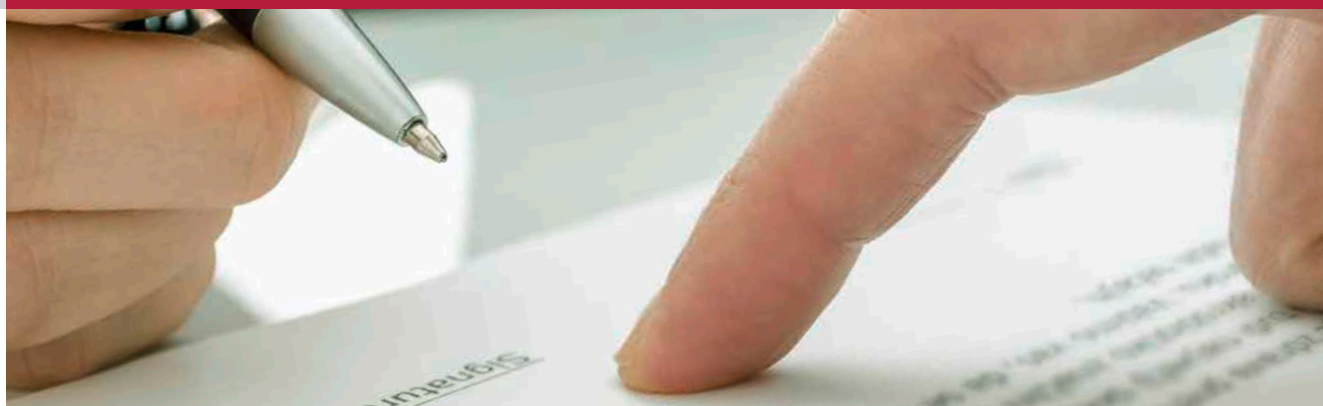
Source: Germany Trade and Invest (GTAI)

Besides the above-mentioned legal forms there are some other types of companies, e.g. the **Civil Law Association (GbR)**, the **General Partnership** and the **Silent Partnership**. They are of minor importance; however they should be mentioned for the sake of completeness.

Any foreign company with headquarters and business operations outside of Germany can establish a German **branch office**, there are no restrictions. A branch office is a suitable business form for a foreign company wanting to establish a presence in Germany for the purpose of initiating business and maintaining contacts with business partners. A branch office has no independent or separate status as a legal entity distinct from the

head office itself. **In legal and organizational terms, it is part of the head office business and is thus subject to the law governing the head office.** There is a minimum of one person required and establishment formalities are very low. In addition no minimum capital is required.

Only an office managed by a self-employed external business person (e.g. a commercial agent authorized by the company) may be considered a case in which no independent business activity is conducted on behalf of the foreign company. In this specific instance, registration with the local trade office is not required. It may be considered as the equivalent to the "Representative Office".



After the decision to establish a company, the following steps should be followed:

- Procure capital / partner(s)
- Prepare articles of incorporation / partnership agreement (specify name, address, authorized capital)
- Lease space and specify company's new address
- Sign articles of incorporation / partnership agreement before a German notary or at a German embassy / consulate general
- Register firm at local municipal court or at the chamber of commerce and in the commercial register
- Before starting their business operations, all business operators must inform the trade office (Gewerbe-/

Ordnungsamt) of the town or local district in which the business operation is located.

- Open a bank account
- Depending on the corporate form chosen pay a certain minimum amount into the newly-opened account as authorized capital
- Hire bookkeeping services and a tax advisor

Business can proceed as soon as the articles of incorporation have been signed before a notary. The application and registration process can take place during the start-up phase. The notary or the municipal court at the company's headquarters location is responsible for its founding.

Projected costs in brief

Items	Estimated Costs	Comments
Notary	EUR 440	depending on the corporate form chosen among most common forms
Opening bank account	free of charge	
Commercial register entry	EUR 150	depending on the corporate form chosen among most common forms

VISA, RESIDENCE AND WORK APPLICATION PROCESS

At some point in the process of setting up a company, investors visit their future business location in Germany. Like every country, Germany has certain entry regulations that might require different types of **visas and permits** subject to the length of stay and intended (business) activity in Germany.

These include:

- Visa (Schengen visa and national visa)
- Residence permit
- Settlement permit

A visa enables the holder to entry and short-term stays (up to 90 days per half year from the date of first entry) in Germany. A residence or settlement permit is required for the purpose of employment and self-employment and for long-term stays (more than 90 days per half year from the date of entry).

Non-EU citizens generally require a Schengen visa for entry and short-term stays in Germany. Individual rules apply for certain countries. For example, nationals from Argentina, Australia, Brazil, Canada, Israel, Japan, Mexico, New Zealand, South Korea, the United States, and Hong Kong can stay in Germany for up to 90 days per half year without a visa.

For long-term stays, non-EU citizens require a residence or settlement permit. The respective local German mission initially issues a national visa for entry into Germany. The responsible local Immigration Office will convert the national visa into a residence permit.

Exceptions apply for nationals from Australia, Canada, Israel, Japan, New Zealand, South Korea, and the United States who may enter Germany for long-term stay pur-



poses without a national visa (directly applying at the Immigration Office).

The residence title generally has to be applied for at the responsible German embassy or consulate general prior to entering Germany. The relevant visa is then issued in the applicant’s home country within a period of a few weeks.

The relevant residence title required depends on the investor’s nationality, and particularly on the specific area of business activity intended in Germany. A residence permit is not normally required for the setting up of a business. However, a residence permit is required in those cases where the foreign national intends to run the business on-site.

Approval for necessary residence and work visas is not contingent on the investment amount or the number of jobs created.



All non-EU citizens and here all academics with a recognized university degree or one which is comparable with a German university degree are entitled to the “EU Blue Card” single residence and work permit.

Residence Permit	Enables the holder to	Which foreign nationals require a residence permit
Visa (Schengen visa and national visa)	Entry into Germany followed by a short-term stay (up to 90 days).	Non-EU citizens excluding nationals from Argentina, Australia, Brazil, Canada, Israel, Japan, Mexico, New Zealand, South Korea, the United States, Hong Kong, and some other countries.
	Entry into Germany followed by a long-term stay (for which an additional residence or settlement permit is required).	Non-EU citizens excluding nationals from Australia, Canada, Israel, Japan, New Zealand, South Korea, and the United States.
Residence permit or settlement permit	Long-term stays and stays with the intention to take up gainful occupation.	Non-EU citizens

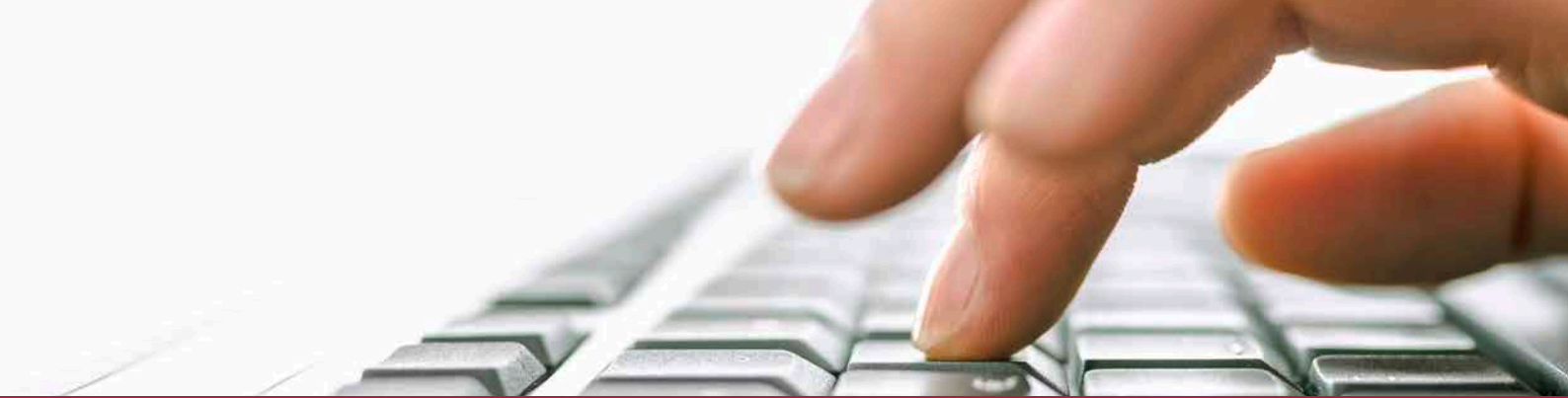
Source: Germany Trade and Invest (GTAI)

THE GERMAN SOCIAL SECURITY SYSTEM



Germany has an excellently developed social security system. Jobholders paying compulsory social security payments are sure of being protected against the biggest risks – e.g. illness, occupational accidents and unemployment. All people working in Germany are subject to social security contributions and will usually be a member of the following five compulsory social security organisations. Generally speaking, social security contributions are shared equally by employer and employee with the exception of accident insurance costs which are solely borne by the employer. All in all employers should reckon with roughly 23% of ancillary labour costs.

For a closer look, please consult our guidelines in the supplement of this publication.



Health insurance

- pays consultations, medication and therapy and is financed through employer and employee contributions assessed on the basis of the individual's wage or salary level.

Pension insurance

- pays employees a pension once they have retired. Basically, the amount of pension depends first and foremost on the income and number of years worked in Germany.

Unemployment insurance

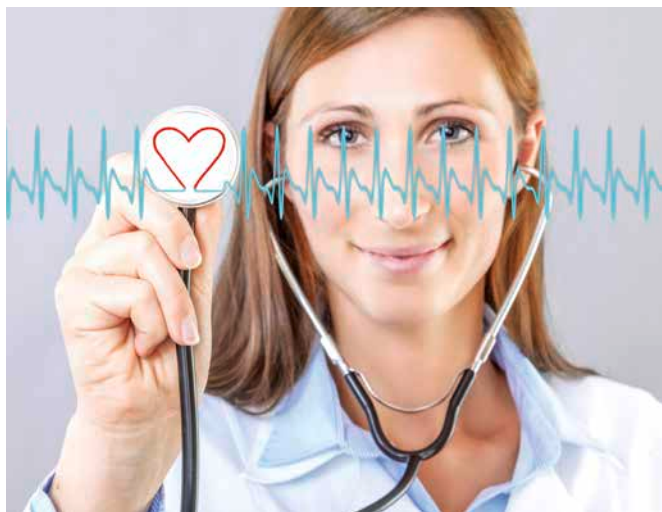
- provides the unemployed with income for a certain period of time if, as a general rule, they have been insured for at least one year during the last two years and are in search of a new job. In addition, the Federal Employment Agency supports job-seekers by providing advice and acting as an intermediary for offers of employment.

Nursing care insurance

- offers basic insurance for the eventuality of being dependent on long-term care owing to illness. This usually applies to people in old age.

Accident insurance

- covers the costs of medical treatment and occupational rehabilitation after an accident at work or in the case of an occupational illness. The costs for accident insurance are exclusively borne by the employer.



TAXATION AND ACCOUNTANCY IN GERMANY

TAXATION

German taxation avoidance

If a foreign citizen is in Germany for less than a relevant 183-day period (approximately six months) and is tax resident (i.e., and paying taxes on his or her salary and benefits) elsewhere, then it may be possible to claim tax relief under a particular Double Taxation Treaty. The relevant 183 day period is either 183 days in a calendar year or in any period of 12 months, depending upon the particular treaty involved.

Double taxation is the levying of tax by two or more jurisdictions on the same declared income (in the case of income taxes), asset (in the case of capital taxes), or financial transaction (in the case of sales taxes). This double liability is often mitigated by tax treaties between countries.

International double taxation agreements

It is not unusual for a business or individual who is resident in one country to make a taxable gain (earnings, profits) in another. This person may find that he is obliged by domestic laws to pay tax on that gain locally and pay again in the country in which the gain was made. Since this is inequitable, many nations make bilateral double taxation agreements with each other.

European Union savings taxation

In the European Union, member states have concluded a multilateral agreement on information exchange. This means that they will each report to their counterparts in each other's jurisdiction a list of those savers who have claimed exemption from local taxation on the grounds of not being a resident of the state where the income arises. These savers should have declared that foreign income in their own country of residence, so any difference suggests tax evasion.

Income Tax / Wage Tax

Individuals are subject to income tax (Einkommensteuer) on all their income for one calendar year. Income tax in the form of wage tax (Lohnsteuer) is a tax on salaries or wages, withheld and forwarded to the government by the employer. It represents a prepayment on an employee's personal income tax. Income tax rates are tied to salary levels, the rule is: the higher your income, the higher the rate of taxation.

Corporate Income Tax and Solidarity Surcharge

Corporate income tax is levied as a flat nationwide tax at a rate of 15 % of the taxable corporate income. Corporate income tax is payable by all German corporations as well as by all branches of foreign corporations in Germany.

The solidarity surcharge (Solidarit t zuschlag) is a fixed and flat nationwide component of company taxation. It was introduced in 1995 to finance German reunification. The surcharge is 5.5 % of the assessed amount of the 15 % corporate income tax.

Trade Tax

Municipal Trade tax is a tax payable to the community in which the company is located. This local tax varies according to municipality. The trade tax index amounts to 3.5 % of the earnings and is multiplied by the trade tax multiplier (Hebesatz) of the community. As a rule the trade tax multiplier amounts to at least 200 % in small cities and in large cities usually to a maximum of 480 %. The trade tax rate tends, as a rule, to be higher in urban areas than it is in rural areas.





Value-added Tax (VAT)

Value-added tax (VAT) is a tax on the exchange of goods and services and has to be paid to the responsible tax office on a monthly, quarterly or annual basis. The VAT rate in Germany (currently 19%) is below the European average. A reduced rate of seven percent applies to certain consumer goods and everyday services (such as food, newspapers, local public transport and hotel stays).

Companies pay VAT when they buy goods or services. The taxes collected and paid can be offset in the VAT return as an input VAT deduction (Vorsteuerabzug).

For a closer look, please consult our guidelines in the supplement of this publication.

ACCOUNTANCY

The financial year for all German Companies is from January-December.

In Germany, all business enterprises are obliged to draw up financial statements, consisting of a balance sheet, a profit and loss statement, notes to the financial statements, and a management report. As German Authorities may audit the company as a whole or only parts of it at irregular intervals it may be advisable to seek the help of a German Chartered Accountant to maintain the accounts.

CUSTOMS

THE EUROPEAN CUSTOMS UNION

All member states of the European Union (EU), including Germany, form a customs territory (the European Customs Union) where unified customs arrangements apply. Goods imported into the EU are subject to EU-wide import regulations, customs tariffs and customs procedures.

This means that customs duties are only levied when and where the goods first enter the EU, for example Germany. Once goods have been imported into the EU, no further customs procedures are necessary and no duties must be paid within the customs territory. The product can circulate freely within the EU.

Please see the EU website for an overview of existing free trade agreements between the EU and third countries.



SINGLE CUSTOMS TARIFF IN THE EU

Import duty is stipulated by the Common Customs Tariff (CCT) and import duty tariffs are the same for all member states. The applicable tariff rate can be looked up in the EU's TARIC (Integrated Tariff of the European Union) database.

The basis for the calculation of the vast majority of tariff rates is the customs value of the goods. This is defined in accordance with the GATT (General Agreement on Tariffs and Trade) customs valuation code – the basis for assessment of customs values valid worldwide.

CUSTOMS PROCEDURES



Goods in the customs territory of the EU either have the status of Community goods (goods manufactured or obtained in the EU or "goods released for free circulation") or of non-Community goods (all goods which do not comply with the criteria of Community goods).

Different customs procedures apply subject to the reasons why goods are imported. In total, the Community Customs Code stipulates eight different customs procedures and it depends on the intended use of the goods which customs procedure is applied.

PRESENTATION AND DECLARATION OF GOODS

There are uniform regulations for the registration of trade in goods. Non-Community goods must be presented to the customs office. After an informal notification of the arrival of the goods, they are placed in temporary storage for inspection by the customs authorities. By means of a customs declaration the goods are then declared for a customs procedure. The declaration can also be submitted via the **ATLAS** procedure. Information about this procedure can be found at the website of the German Customs Administration.





EORI AND AEO

As from March 2012 an **EORI number (Economic Operators' Registration and Identification number)** is required to lodge a customs declaration. This number aims to identify economic operators to the customs authority and it replaces the former German tax number.

Economic operators established outside the EU have to be assigned an EORI number if they lodge a customs declaration, an Entry or an Exit Summary Declaration.

Before starting customs activities in the EU, any economic operator not established in the European Community customs territory also needs to apply for an EORI number.

Authorised Economic Operator (AEO) status is granted by Member States to any economic operator established in the EU that meets a list of criteria (e.g. concerning financial solvency, commercial, transport and safety standards) stipulated in customs law.



INTELLECTUAL PROPERTY (IP) RIGHTS REGISTRATION

In Europe intellectual property rights are protected by law. The German Patent and Trade Mark Office (DPMA) is the central authority in the field of industrial property protection in Germany.

After registration and approval of a product or invention it enjoys full legal protection under the law and cannot be copied in any form. Infractions are subject to legal prosecution.

PATENTS

Patents are subject to registration with the “German Patent and Trademark Office” in Munich. After review of the patent’s formal accuracy and preliminary approval, the invention receives temporary protection.

Your invention will only be patented after a legally prescribed procedure has been conducted and concluded with a positive result.

Patents protect new technical inventions. They confer to their owners a territorial monopoly for a limited period.





The patent owner alone is entitled to exploit the invention. He can prohibit unauthorised commercial use of the patented invention. Patents allow their owners to derive economic benefits from inventions.

The rights conferred by a patent that was granted by the DPMA can only be asserted in Germany. All Intellectual Property Rights (IP) including patents are subject to the principle of territoriality and only have effect in the country for which they were granted. It is of course possible to seek protection for the invention in other countries.

TRADEMARKS

Trademarks identify the products and services of an enterprise. They stand for the quality of an enterprise and are part of the company's intellectual property, just like patents. A strong trademark is a valuable asset.

Anyone can file a trademark. The mark is recorded in the register kept at the DPMA. Trademark protection is available for words, letters, numbers, pictures, and even colours and sounds. Create a unique sign! Otherwise your application might be refused.

DESIGN PROTECTION FOR SHAPES AND COLOURS

The design of a product is one of the key factors for its success in the market. It may become an important asset for your enterprise.

Design registration provides the adequate IP protection for the appearance of your product. Design rights protect the colours and shapes of products – from cars to lemon squeezers.

The registered design also protects the design of three-dimensional objects – e.g. furniture, cars or toys. You can also apply to register a design in respect of two-dimensional patterns – such as textiles, wallpapers, logos, graphic images or icons.

UTILITY MODELS

Fast and low-cost protection of inventions

Utility model registration provides fast and low-cost protection of technical inventions. Utility model protection is also available for chemical substances, food and pharmaceuticals, but not for processes such as manufacturing, working or measuring processes. Whereas it frequently takes several years to obtain a patent, a utility model may be registered within a few weeks after filing the application. Filing a utility model application at the DPMA is a fast way to get a fully-fledged, enforceable IP right.





MADE IN GERMANY

“Made in Germany” is not a legally protected trademark, and therefore can be used for all goods produced in Germany. This label is recognized worldwide as a symbol of excellent quality.



COPYRIGHTS

Creators of works of literature, science and art enjoy copyright protection for their work under the German Copyright Act.

Contrary to industrial property rights, copyright arises with the creation of the work. There are no formal requirements to be met. A registration in an official register is neither required nor possible in order to obtain copyright protection.

Works protected by copyright must be individual intellectual creations. The author has moral rights, such as the recognition of his authorship and protection from distortion of his work, and economic exploitation rights.

INTERCULTURAL ADVICE – DOS AND DON'TS

- Among German virtues punctuality and time-consciousness are essential. Therefore, please avoid lateness and apologize if you are late at all costs.
- Germans are formal. Don't address people by their first name unless they explicitly offer to use first names. Always make use of Herr (Mr) or Frau (Mrs) including any title to address your German counterpart.
- Germans are direct and to the point and have a penchant for minute details. They focus on quality work and perfection. In general they are very reliable and reputable partners.
- While negotiating with Germans try to be precise, objective and factual. Hence prepare very well for the meetings. Sudden changes in direction are not popular. If you are trying to win over German partners, colleagues or customers, you should present your case in an objective manner and directly address all the issues including negative aspects or problems. To avoid irritating renegotiations, targets and expectations should be discussed in the first meeting. Prepare a summary of the meeting or a rough draft of the contract.
- Germans don't hesitate to say 'No', if they are unable to do something. Germans are straightforward people and accept 'No' at face value. Therefore if you have any business-related problems (e.g. in terms of quality or quantity of goods or execution of the project), then be honest and discuss these problems upfront with the German business partner. If Germans are informed about a problem well in advance they will try to find a solution.
- Feedback and criticism are delivered straightforwardly. Don't take them personally. They are not meant as an offence or hurt towards you.
- E-mails, letters and missed phone calls should be answered as soon as possible. Many German companies have a rule of responding within 24 or 48 hours, and as with every other rule they adhere to, they expect the same in return.
- As a rule, business life and personal life are kept separate in Germany. Avoid asking Germans personal or family-related questions. In contrast to some Asian countries and North America, Germans prefer to keep a fair personal distance. Private invitations from busi-

ness partners are rare unless you have known your contact for years.

- But should you be lucky enough to get an invitation to the home of your business partner, flowers for the lady of the house and a bottle of wine are generally appreciated. And here again: Be on time!
- Shaking hands is the established form of greeting. Take the other hand out of your pocket and look into the person's eyes.

- Say "Prost" (cheers) and "Guten Appetit" (good appetite) before you drink or eat and look into your counterpart's eyes. Don't start eating before your host starts.
- Feel free to have serious discussions in social settings – Germans like talking politics and philosophy. The small talk is kept to a minimum in Germany.
- Don't jaywalk. Normally nobody else does, and you might get fined.





THE ISB – YOUR DEVELOPMENT BANK IN RHEINLAND-PFALZ

Based in Mainz, the Investment and Economic Development Bank of Rheinland-Pfalz (ISB) is the development institute of the state of Rheinland-Pfalz for business and housing development. We support start-ups, innovations, expansions, municipal infrastructure projects, house building, and the modernization of residential properties.

We support medium-sized businesses in their projects by providing low-interest loans, venture capital, subsidies, guarantees and investments. We place great emphasis on providing advice and act as an initial point of contact.

ISB, your resource

- for Finance Consultation
- for Investor Services – On-site inspections (www.locationfinder.rlp.de)
- for Foreign Trade Support (business partner search)

We also work closely with the several international contact and representative offices of the Ministry for Economic Affairs, Climate Protection, Energy and Regional Planning of Rheinland-Pfalz.

ISB SUPPORT SERVICES

Subsidies for

- Medium-sized companies
- Start-ups
- Technologies
- Regions (comparable with special economic zones)
- Company participations in fairs and exhibitions

Guarantees

- Bank guarantees (under federal and state economic development programmes)
- ISB guarantees
- Rheinland-Pfalz State guarantees

Participations

- Investment company for medium-sized companies (Mittelständische Beteiligungsgesellschaft – MBG)
- Venture capital firms



The team from Investment Promotion,
Foreign Trade Support of ISB from left to
right: Christoph Völker, Philipp Schultz, Antje
Duwe, Sebastian Dänner

CONTACT INFORMATION

Investment and Economic Development Bank of the German State of Rheinland-Pfalz (Investitions- und Strukturbank Rheinland-Pfalz (ISB))

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Ministry for Economic Affairs, Climate Protection, Energy and Regional Planning of Rheinland-Pfalz (Ministerium für Wirtschaft, Klimaschutz, Energie und Landesplanung)

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For additional partner contacts, please check:
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OFFICE COSTS

Office costs in various cities

City	Average rent in EUR per sqm/month	Total ancillary costs/month	Comments
Mainz	9.00	About EUR 200 for an office of about 100 sqm	includes: electricity, water, heat, other levies and fees, such as water, effluent, refuse removal, etc.
Ludwigshafen	8.90		
Koblenz	7.20		
Kaiserslautern	6.80		
Trier	6.40		

Office costs in suburban areas

Area	Average rent in EUR per sqm/month	Total ancillary costs/month	Comments
Metro Mainz	9.00	About EUR 200 for an office of about 100 sqm	includes: electricity, water, heat, other levies and fees, such as water, effluent, refuse removal, etc.
Eastern Palatinate	7.90		
Simmern/Hahn Airport	6.10		
Landau (at French border)	8.50		
Neuwied	6.60		

HOUSING COSTS

Housing costs in various cities

City	Average rent in EUR per sqm/month	Ancillary costs for water, electricity and heat
Mainz	11.30	180–200 EUR/month for a residence of about 100 sqm
Ludwigshafen	7.50	
Koblenz	8.30	
Kaiserslautern	7.50	
Trier	10.30	

Housing costs in suburban areas

Area	Average rent in EUR per sqm/month	Ancillary costs for water, electricity and heat
Metro Mainz	8.80	130–170 EUR/month for a residence of about 100 sqm
Eastern Palatinate	6.30	
Simmern/Hahn Airport	5.30	
Landau (on French border)	6.90	
Neuwied	5.50	

SOCIAL SECURITY BENEFITS

(WITHHELD DIRECTLY FROM GROSS WAGES)

Type of Insurance	Premium Rates 2015		Calculation and Income Threshold	Employer pays: (based on EUR 1,000 gross income subject to social security payments)
	Employee's Share	Employer's Share		
Health insurance	7.3 %	7.3 %	Contributions will only be levied up to a certain income limit. For incomes above this so-called "income-threshold" no further social contributions will be due. Income thresholds differ depending on the type of insurance. Health insurance: Currently EUR 4,125/month. Pension and Unemployment insurance: Currently EUR 6,050/month.	EUR 1,000 x 7.3 % = EUR 73.00
Pension insurance	9.35 %	9.35 %		EUR 1,000 x 9.35%= EUR 93.50
Unemployment insurance	1.5 %	1.5 %		EUR 1,000 x 1.5%= EUR 15.00
Nursing care insurance	1.175 %	1.175 %		EUR 1,000 x 1.175% = EUR 11.75
On average employer pays about 23% social security costs (listed social security costs + possibly accident insurance)				EUR 1,000 x 23% = EUR 230.00

TAXES

CORPORATE TAX LIABILITIES IN GERMANY

Companies in Germany pay trade and corporate taxes as well as the so-called “solidarity surcharge”. Taxes are based on the pre-tax profit of a company.

Corporate taxation as an example

Type of tax	Tax rate	Example	
Municipal Trade tax	The trade tax index amounts to 3.5 % of the earnings and is multiplied by the trade tax multiplier of the community. As a rule the trade tax multiplier amounts at least to 200 % in small cities and in large cities to a maximum of 480 %.	Earnings (taxable income) on commercial activity	EUR 100,000.00
		3.5 % trade tax index	EUR 3,500.00
		Multiplied by the trade tax multiplier, i.e. in Ludwigshafen, 375 (EUR 3,500 x 375 %=)	EUR 13,125.00
		In this case trade tax rate is 13.1 %	
		Municipal Trade tax due	EUR 13,125.00
		Trade tax multiplier in %	
		Mainz	440
		Ludwigshafen	375
		Koblenz	410
Corporation tax	Corporation tax rate: 15 %	Pre-tax earnings	EUR 100,000.00
		15 % of taxable income	EUR 15,000.00
		Corporation tax due	EUR 15,000.00
		Of which 5.5 %	EUR 825.00
"Solidarity surcharge"	The 5.5 % "solidarity surcharge" is charged on the basis of the corporation tax due	"Solidarity surcharge" payment due	EUR 825.00

TAXES

EMPLOYEES' TAX LIABILITY IN GERMANY

Employees pay income tax on their gross earnings.

Income taxation as an example

Type of tax	Tax rate	Example	
Income Tax	The tax rate is based on the annual taxable income . Incomes below EUR 8,472 are tax-exempt. The entry tax bracket is 14%. A marginal tax bracket of 42% is applied for annual taxable incomes between EUR 52,882 and EUR 250,731. The top rate of 45% applies to annual taxable incomes of EUR 250,731 and more.	Employee taxable income	EUR 60,000.00
		In this case a tax rate of 28.27% applies. The tax rate will be calculated linear-progressively.	EUR 16,962.00
		Income tax due	EUR 16,962.00
"Solidarity surcharge"	The 5.5 % "solidarity surcharge" is charged on the income tax due	Income tax due	EUR 16,962.00
		of which 5.5 %	EUR 932.91
		"Solidarity surcharge" due	EUR 932.91

In addition everyone pays a sales tax (value-added tax), an indirect tax on all goods and services.

Value-added tax (VAT) (For companies VAT is a transit entry)	Currently 19%	Purchase price of product	EUR 100.00
		19 % VAT	EUR 19.00
		Total due on purchase	EUR 119.00

TYPICAL WAGE RATES

Monthly gross wages for employees 2014 (men + women) in EUR incl. special payment

Sector	Machinery	Electrical	Chemical	Metal	Services	ICT-Service
average	4,309	4,499	5,879	4,145	3,551	5,049

Monthly gross wages for employees 2014 (men + women) in EUR incl. special payment

Sector	Education					
	Average	Unskilled	Skilled	Qualified	Highly-qualified	Managing position
Industry	4,353	2,465	3,182	3,812	5,028	8,310
Services	3,551	1,779	2,208	2,974	4,199	6,695

RECOMMENDED INSURANCE COVERAGE

- Automobile
- Disability
- Home and household effects
- Liability
- Personal liability
- Private health

NUMBER OF UNIVERSITY STUDENTS IN THE 2013/14 WINTER SEMESTER BY MAJOR COURSE OF STUDY

Major course of study	Number of students	German students	Non-German students
Law, Economics and Social Science	40,538	36,685	3,853
Languages and Cultural Studies	29,277	26,478	2,799
Mathematics, Natural Sciences	22,485	20,371	2,114
Engineering	18,703	16,353	2,350
Medicine	5,706	5,218	488
Other majors	5,937	5,429	508
Total	122,646	110,534	12,112

MORE DETAILED INFORMATION CAN BE FOUND UNDER THE FOLLOWING LINKS ON THE INTERNET

Brochure Page	URL
Page 11	http://www.bamf.de/EN/Migration/Arbeiten/arbeiten-node.html (Brochure: Studying and Working in Germany)
Page 17	http://ec.europa.eu/trade
Page 18	http://europa.eu/business/import-export/index_en.htm
Page 19	http://www.zoll.de/EN/Home/home_node.html
Page 20	http://ec.europa.eu/ecip/security_amendment/who_is_concerned/index_en.htm#eori#eori
Page 21	http://www.dpma.de/english