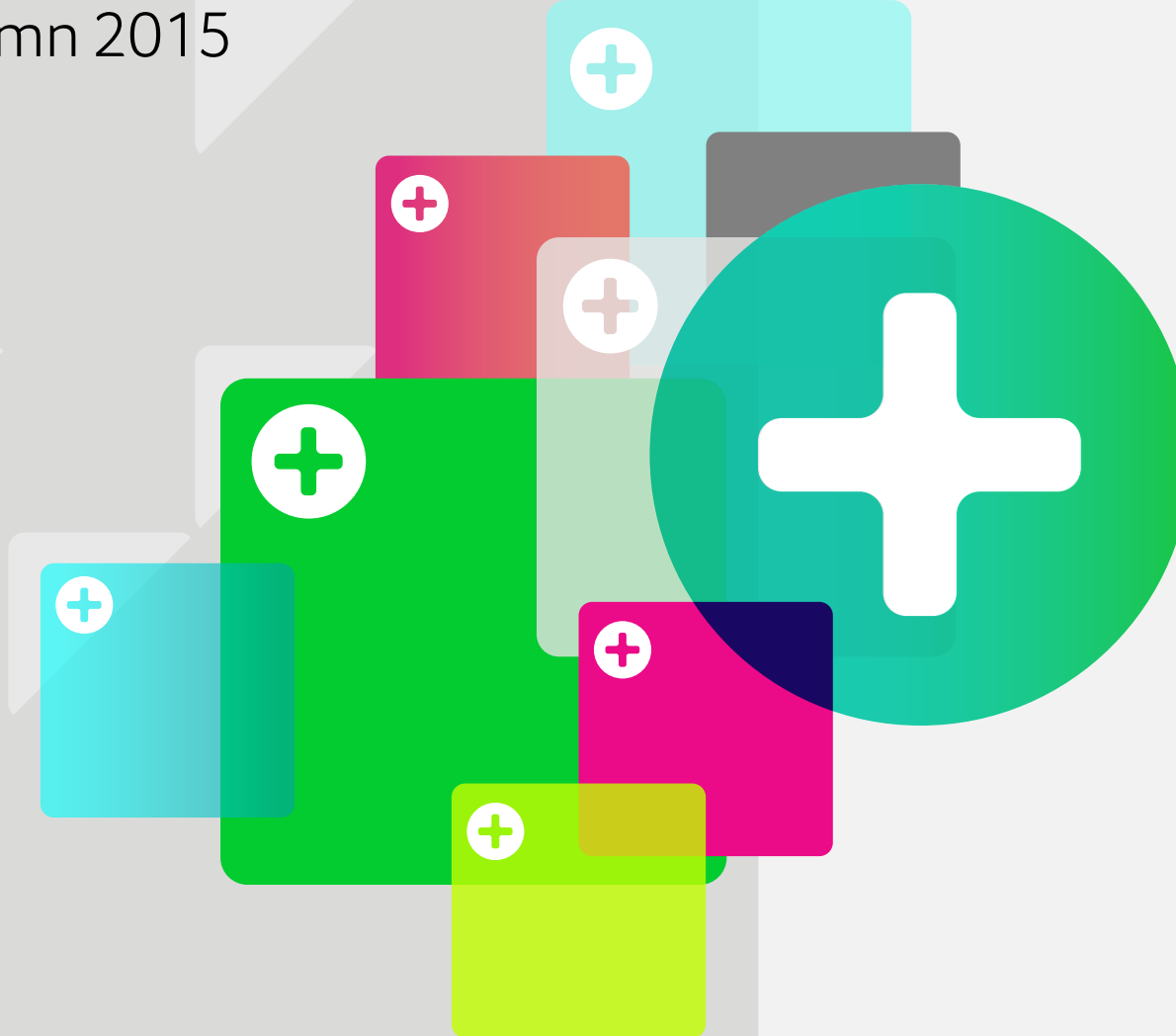


Facts about Ireland

Autumn 2015



ECONOMY | 02

TALENT | 03

EDUCATION | 05

CONNECTED RESEARCH | 08

LABOUR COSTS | 09

COST OF LIVING | 10

TAX | 11

INFRASTRUCTURE | 12

UTILITIES | 13

PROPERTY | 14

TRANSPORTATION | 15

@IDAIRELAND



www.linkedin.com/company/ida-ireland



www.idaireland.com



Economy

There are many reasons why companies locate themselves in Ireland, but it all starts with positive leadership and policies. Successive governments have developed an open economy and invested heavily to develop Ireland's infrastructure. This has allowed IDA Ireland to continue to attract high-performing industries, even through challenging times. The Irish economy has recovered with domestic demand improving and strength in our trading partners fuelling external demand:

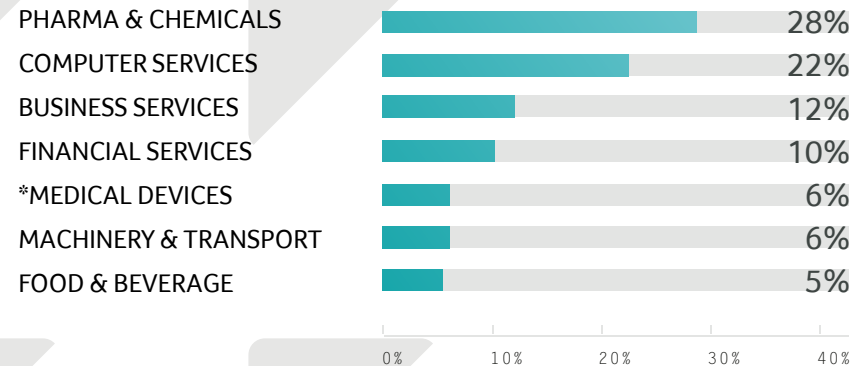
- Ireland is on track to be the fastest growing economy in Europe for the 2nd year in 2015
- Unemployment has been falling for the three years, as the economy continues to add jobs
- Domestic economy now recovering and contributing positively to growth
- Exports are at an all-time high, driven by both goods and services

Real GDP Growth

COUNTRY	2014%	2015(F)%	2016(F)%	2017(F)%
IRELAND	4.8	3.9	3.3	2.8
UNITED STATES	2.4	3.1	3.1	2.7
UNITED KINGDOM	2.6	2.7	2.3	2.2
SPAIN	1.4	2.5	2.0	1.8
FRANCE	0.4	1.2	1.5	1.7
SWITZERLAND	2.0	0.8	1.2	1.5
GERMANY	1.6	1.6	1.7	1.5
NETHERLANDS	0.9	1.6	1.5	1.4
PORTUGAL	0.9	1.6	1.5	1.4
JAPAN	-0.1	1.0	1.2	0.4

Source: IMF Economic Outlook 2015

Composition of Exports 2013



Source: CSO, 2013

* Miscellaneous manufacture articles (8)

Talent

Our young workforce is capable, highly adaptable mobile and very committed to achievement. Ireland has the youngest population in Europe with 40% of the population under 29 years old.

% Population Under 29 Years

COUNTRY	TOTAL
IRELAND	40.2
FRANCE	36.5
UK	37.2
NETHERLANDS	35.3
POLAND	35.2
EU	32.2
SPAIN	30.8
GERMANY	30.1
ITALY	29.2
HUNGARY	32.5
SWITZERLAND	33.1

Source: Eurostat, 2015

Population by Region & Population Projections

	TOTAL 2011	TOTAL PROJECTIONS 2026
REGION	000's	000's
DUBLIN	1,262	1,421
SOUTH-WEST	662	730
MID-EAST	534	617
MIDLANDS	283	327
BORDER	516	544
SOUTH-EAST	499	551
WEST	441	459
MID-WEST	378	394
TOTAL	4,575	5,043

Source: CSO, 2011

Talent

IMD World Competitiveness, 2015 Key Rankings

Competent senior managers are readily available

IRELAND	1
NETHERLANDS	6
USA	11
SINGAPORE	17
POLAND	20
UK	21
GERMANY	32
FRANCE	33
CZECH REPUBLIC	34
CHINA	35

The national culture is open to foreign ideas

IRELAND	1
NETHERLANDS	2
SINGAPORE	12
CHINA	19
UK	21
USA	30
POLAND	32
GERMANY	43
CZECH REPUBLIC	51
FRANCE	59


Flexibility & adaptability of people are high when faced new challenges


IRELAND	1
POLAND	8
USA	15
NETHERLANDS	18
SINGAPORE	27
CZECH REPUBLIC	32
UK	42
CHINA	47
GERMANY	49
FRANCE	60


Education

Ireland's education system ranks in the top ten in the world. There are over 1 million people currently in full time education.

Source: IMD Competitiveness Yearbook, 2015

 In 2014 over 255,000 students participated in third level courses across Ireland's universities and colleges

 Over 65,000 studied Social Sciences including Business and Law equating to 26% of total student numbers

 Over 70,000 or 28% studied Science and Engineering courses

Total Number of Students by Field of Study 2014

DISCIPLINE	UGRAD	POST GRAD	TOTAL
AGRICULTURE & VETERINARY	3,831	478	4,309
COMBINED	1,096	27	1,123
EDUCATION	10,653	7,274	17,927
ENGINEERING, MANUFACTURING & CONSTRUCTION	24,718	3,589	28,307
GENERAL PROGRAMMES	924	1,225	2,149
HEALTH & WELFARE	36,510	8,977	45,487
HUMANITIES & ARTS	33,008	4,652	37,660
SCIENCE, MATHEMATICS & COMPUTING	35,473	7,691	43,164
SERVICES	9,271	492	9,763
SOCIAL SCIENCE, BUSINESS & LAW	53,384	14,309	67,693
TOTAL	208,868	48,714	257,582

Source: Higher Education Authority, 2014.

Education

Jobs plus Initiatives encourages and rewards employers who offer employment opportunities to the long term unemployed. This scheme offers up to €10,000 for a qualifying recruit payable on a monthly basis over a 2 year period. Registration is available online at www.jobsplus.ie

The Springboard Programme assists those unemployed to gain employment by retraining and acquiring new skills in demand. Courses will focus on IT, communication, international languages and international financial services. Over 9,000 places across 42 higher education colleges providing 285 courses will be available through this programme focussing on the areas of ICT, green economy, Biopharma sectors and others. 3,921 people completed a Springboard course in 2014. For more Information see www.springboardcourses.ie

The Job Bridge Scheme consists of work experience placements of 6 or 9 months for unemployed individuals. Participants must be on the Live Register for 3 months. The intern receives an allowance equivalent to their current Social Welfare allowance, plus an additional €50 per week for the duration of the internship www.jobbridge.ie

Graduate Output by Field of Study 2013

DISCIPLINE	UGRAD	POSTGRAD	TOTAL
AGRICULTURE & VETERINARY	1,004	147	1,151
EDUCATION	2,668	3,825	6,493
ENGINEERING, MANUFACTURING & CONSTRUCTION	7,141	1,387	8,528
GENERAL PROGRAMMES	170	65	235
HEALTH & WELFARE	10,588	4,086	14,674
HUMANITIES & ARTS	7,842	2,279	10,121
SCIENCE, MATHEMATICS & COMPUTING	7,704	3,318	11,022
SERVICES	2,993	239	3,232
SOCIAL SCIENCE, BUSINESS & LAW	16,465	8,339	24,804
TOTAL	56,575	23,685	80,260

Source: Higher Education Authority, 2013.

Education

Increasing Numbers of ICT Graduates

A government ICT* skills strategy is driving significant increases in graduates with continuous increases forecasted for 2018.

Multi-Cultural Society

More than half a million Irish residents (514,068 people) speak a foreign language (language other than English or Irish), with Polish being by far the most common followed by French, Lithuanian, German, Russian, Spanish and Romanian. Of the 514,068 people who speak a foreign language 145,919 were Irish nationals. From 2011 to 2013 a total of 225,516 foreign nationals began working in Ireland.

Ireland remains a preferred location for young Europeans; in 2013 alone over 55k Europeans came to work in Ireland. In addition, Ireland also has access to 500 million customers with reduced trade barriers and tariffs.

(Forecasted) Increase in Graduate Tech Output 2008-2018

DEGREE	2008 VS 2013 (% CHANGE)	2013 VS 2018 (% CHANGE)
PRIMARY DEGREE HONOURS COMPUTING	+82	+69
MASTERS COMPUTING	+63	+50
PRIMARY DEGREE HONOURS		
ELECTRONIC ENGINEERING	+50	+106
MASTERS DEGREE ELECTRONIC ENGINEERING	+64	+164

Source: HEA, November 2013

* Information Communication Technology

Foreign Nationals living in Ireland

2011 - 2013	
UNITED KINGDOM	39,082
POLAND	25,971
ROMANIA	16,820
BRAZIL	16,715
SPAIN	11,542
LITHUANIA	8,936
FRANCE	8,760
UNITED STATES	8,456
ITALY	8,346
GERMANY	6,461
INDIA	5,940
LATVIA	5,521
HUNGARY	5,427
PORTUGAL	3,420
SLOVAKIA	3,243
CHINA	3,180
PAKISTAN	2,435
KOREA	2,226
NETHERLANDS	2,191
CANADA	1,965
CZECH REPUBLIC	1,906
AUSTRALIA	1,789
BULGARIA	1,627
SWEDEN	1,563
NIGERIA	1,479
OTHER	30,515
TOTAL	225,516

Source: CSO, 2015

Connected Research

✦ Ireland has a strong national research ecosystem with 14 priority areas for research. This research is been conducted across 38 research centers in Ireland’s third level colleges. The 14 priority areas have been clustered in 6 themes as the table across illustrates.

Priority Areas

✦ ICT	Future Network & Communications
	Data Analytics Management, Security & Privacy
	Digital platforms, Content & Applications
✦ Health & Medical Technologies	Connected Health and Independent Living
	Medical Devices
	Diagnostics
	Therapeutics, synthesis, formulation, processing & drug delivery
✦ Sustainable Food	Food for Health
	Sustainable Food Production & Processing
✦ Energy	Marine Renewable Energy
	Smart Cities & Smart Grids
✦ Manufacturing & Materials	Manufacturing Competitiveness
	Processing Technologies & Novel Materials
✦ Innovation in Services & Business Processes	Innovation in Services & Business Processes

Source: Department of Jobs, Enterprise & Innovation – National Research Prioritisation Report, 2015

Labour Costs

Since 2008 Irish labour costs have remained relatively stable compared to a number of EU countries which have experienced significant increases in wages and salaries.

Euro Labour Costs P/Hour 2014 (Total Labour Costs)

	PER HOUR 2008	PER HOUR 2014	%CHANGE 2008/2014
NORWAY	37.80	54.00	43%
DENMARK	34.60	40.30	16%
BELGIUM	32.90	39.00	19%
SWEDEN	31.60	37.40	18%
LUXEMBOURG	31.00	35.90	16%
FRANCE	31.20	34.60	11%
NETHERLANDS	29.80	34.00	14%
FINLAND	27.10	32.30	19%
AUSTRIA	26.40	31.50	19%
GERMANY	27.90	31.40	13%
IRELAND	28.90	29.80	3%

Source: Eurostat, 2014

¹ Countries ranked by decreasing labour costs.

² Includes payroll taxes where applicable.

³ Due to rounding, the total tax wedge may differ by one or more percentage points from the sum of the components. For Denmark, the Green Check (cash benefit) contributes to the difference as it is not included in the components.



Ireland's tax wedge is one of the lowest in the OECD

COUNTRIES ¹	INCOME TAX	EMPLOYEE SSC	EMPLOYER SSC ²	TOTAL TAX WEDGE ³
BELGIUM	21.80	10.80	23.00	55.6
AUSTRIA	12.80	14.00	22.60	49.4
GERMANY	16.00	17.10	16.20	49.3
HUNGARY	12.50	14.40	22.20	49.1
FRANCE	10.60	10.20	27.70	48.5
ITALY	16.70	7.20	24.30	48.2
FINLAND	18.30	6.50	19.10	43.9
CZECH REPUBLIC	9.10	8.20	25.40	42.7
SLOVENIA	9.60	19.00	13.90	42.5
SWEDEN	13.20	5.30	23.90	42.4
PORTUGAL	13.10	8.90	19.20	41.2
SLOVAK REPUBLIC	7.20	10.20	23.80	41.2
SPAIN	12.80	4.90	23.00	40.7
GREECE	7.10	12.70	20.60	40.4
ESTONIA	13.20	1.50	25.40	40.1
DENMARK	35.60	2.80	0.00	38.4
TURKEY	10.60	12.80	14.90	38.3
LUXEMBOURG	15.70	11.00	11.00	37.7
NETHERLANDS	14.60	13.90	9.20	37.7
NORWAY	18.30	7.30	11.50	37.1
OECD - AVERAGE				36.0
POLAND	6.00	15.30	14.40	35.7
ICELAND	26.10	0.40	7.10	33.6
JAPAN	6.60	12.30	12.90	31.8
UNITED STATES	15.70	7.00	8.90	31.6
CANADA	13.90	6.80	10.80	31.5
UNITED KINGDOM	13.00	8.40	9.70	31.1
IRELAND	14.90	3.60	9.70	28.2
AUSTRALIA	22.10	0.00	5.60	27.7
SWITZERLAND	10.50	5.90	5.90	22.3
KOREA	4.60	7.60	9.30	21.5
ISRAEL	8.30	7.40	4.80	20.5
MEXICO	7.80	1.20	10.50	19.5
NEW ZEALAND	17.20	0.00	0.00	17.2
CHILE	0.00	7.00	0.00	7.0

Source: OECD, 2014

Note the numbers in this table are based on the average wage in each country.

Cost of Living

- 
 Inflation below the EU average since 2008
- 
 On-going relative competitiveness improvements
- 
 The cost of housing has decreased with residential rents down c.15% from peak levels, and residential house prices down c.20%
- 
 According to "Cost of City Rankings" Mercer 2015, Dublin is still less expensive than other cities like Zurich, London, Paris, and New York and Sydney.

Snapshot of rents for 2 bed properties (€ per month)

	Q1 2008	Q4 2014	% Change
DUBLIN CITY	1,354	1,148	-15.2%
CORK CITY	991	865	-12.8%
GALWAY CITY	851	802	-5.8%
LIMERICK CITY	770	581	-24.6%
WATERFORD CITY	616	492	-20.1%
LETTERKENNY	599	454	-24.1%

Source: PRTB Rent Report, 2015

Average Residential House Prices

	Q4 2008	Q4 2010	Q4 2012	Q4 2014	% Change
DUBLIN CITY CENTRE	329,625	238,551	230,267	342,329	3.9%
CORK CITY	299,113	260,492	233,910	255,358	-14.6%
GALWAY CITY	254,120	225,925	222,485	195,564	-23%
LIMERICK CITY	269,879	242,094	223,458	220,940	-18.1%
WATERFORD CITY	252,322	195,934	197,750	168,386	-33.3%

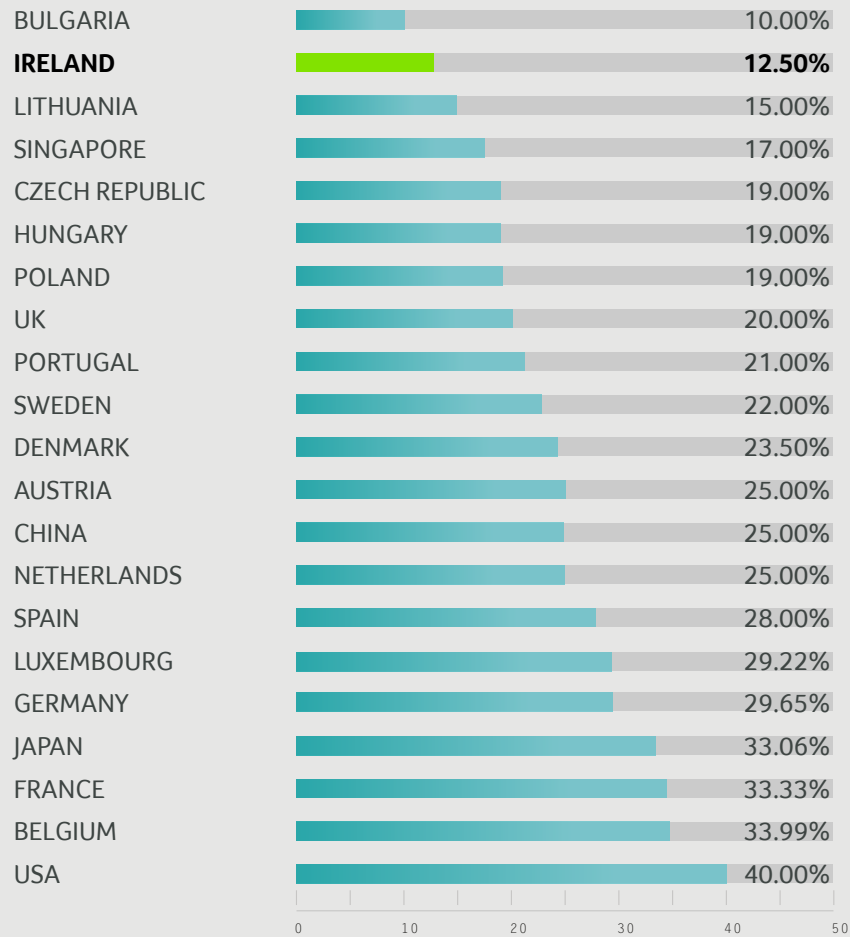
Source: Department of the Environment, 2015

Tax

Ireland's corporate tax rate is 12.5%. The PWC 'Paying Taxes 2015: The Global Picture' has ranked Ireland 1st in Europe for ease of paying business taxes.

Corporate Tax Rates

HEADLINE CORPORATION TAX RATES %



Source: KPMG 2015

Personal Tax/Social Security

Social Security Contributions 2015

PAYE Related Social Insurance is payable by employers and employees. The contributions from 1st January 2015 are:

PRSI Employer

Standard class "A1" (> €500 a week) - 10.75% on all income

PRSI Employee

4% on all earnings

Universal Social Charge

0% < 12,012

1.5% to 12,012

3.5% (12,013 to 17,576)

7% (17,577 to 70,044)

Personal Tax/Social Security

PERSONAL TAXABLE INCOME (€) AND RATE		
SINGLE/WIDOWED WITHOUT DEPENDENT CHILDREN	FIRST 33,800 @ 20%	BALANCE @ 40%
SINGLE/WIDOWED QUALIFYING FOR ONE-PARENT FAMILY TAX CREDIT	FIRST 36,800 @ 20%	BALANCE AT 40%
MARRIED ONE INCOME	FIRST 42,800 @ 20%	BALANCE @ 40%
MARRIED TWO INCOMES	FIRST 67,600 @ 20%	BALANCE @ 40%

Source: Deloitte & Touche, 2015

Infrastructure

Telecommunications

Ireland has one of the most advanced and competitive telecommunications infrastructures in Europe. The telecommunications market is fully de-regulated and numerous companies have entered the market. Large investments in recent years have resulted in state-of-the-art optical networks with world class national and international connectivity.

The Diagram below shows that, from an international comparison perspective, Ireland (€16.43) ranks in first place. The average price in Ireland is 50% cheaper than the average price for all of the countries included in the analysis.

Business Mobile Broadband Basket (International comparison)

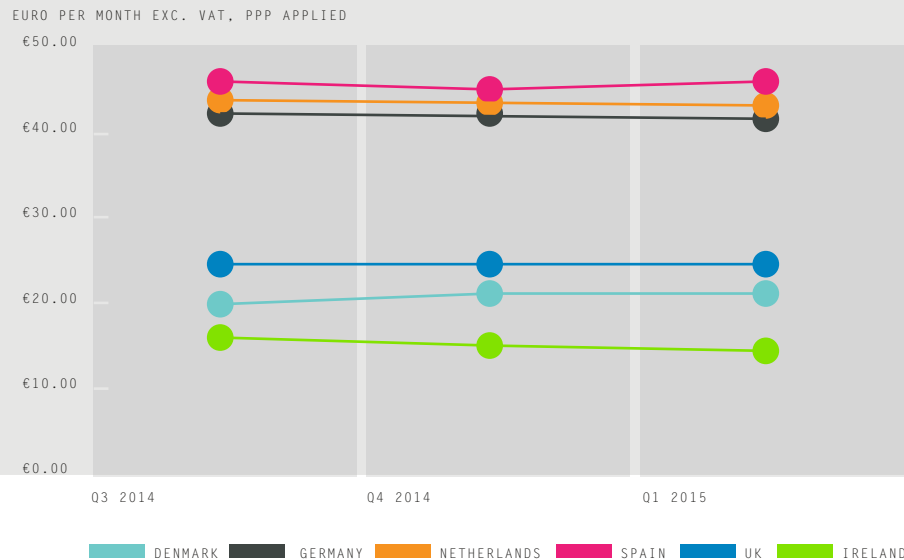
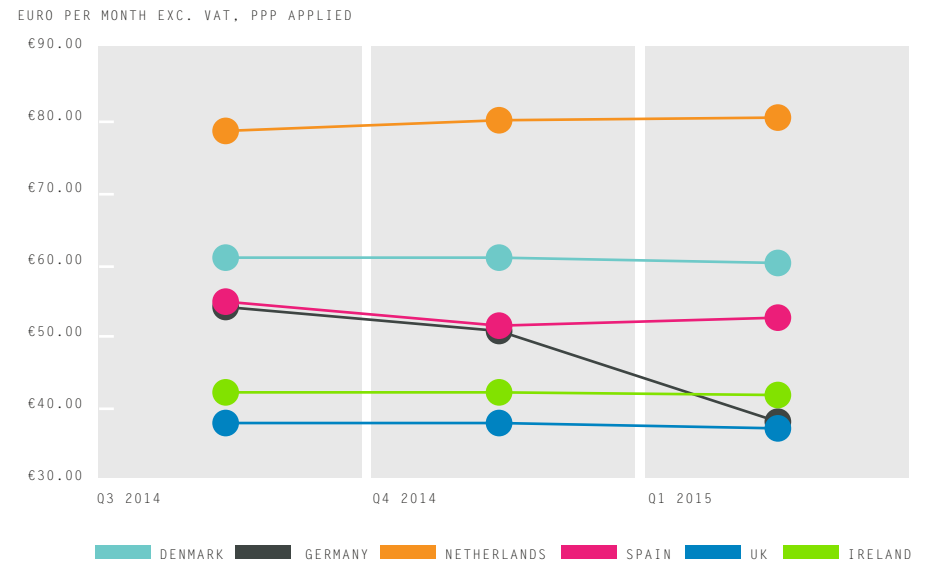


Diagram below shows that Ireland (€42.7) ranks in the third place. The average price in Ireland is 19% cheaper than the average price for all of the countries included in the analysis.

Business Standalone Fixed Voice Basket (National comparison)



Utilities

Electricity, Oil and Gas

FUEL	FORM	UNIT OF SUPPLY	AVG. PRICE PER UNIT (€)
OIL	GAS OIL	LITRE	0.8660
	LIGHT FUEL OIL	LITRE	0.8160
	MEDIUM FUEL OIL	LITRE	0.7640
	HEAVY FUEL OIL	LITRE	0.7210
L.P.G.	COMMERCIAL CYLINDERS	KG	1.9530
	BULK L.P.G. (0-3 TONNES)	LITRE	0.6410
	BULK L.P.G. (3.1-40 TONNES)	LITRE	0.5660
NATURAL GAS	BAND I1: <278 MWH PER ANNUM	KWH	0.0651
	BAND I2: >=278 <2,778 MWH PER ANNUM	KWH	0.0519
	BAND I3: >=2,778 <27,778 MWH PER ANNUM	KWH	0.0459
	BAND I4: >=27,778 <277,778 MWH PER ANNUM	KWH	0.0318
ELECTRICITY	BAND IA: <20MWH PER ANNUM	KWH	0.2238
	BAND IB: >=20 < 500 MWH PER ANNUM	KWH	0.1806
	BAND IC: >=500 < 2,000 MWH PER ANNUM	KWH	0.1488
	BAND ID: >=2000 < 20,000 MWH PER ANNUM	KWH	0.1223
	BAND IE: >=20,000 < 70,000 MWH PER ANNUM	KWH	0.1012
	BAND IF: >=70,000 < 150,000 MWH PER ANNUM	KWH	0.0962

Source: Sustainable Energy Authority of Ireland (SEAI) April 2015.

Note: All prices inclusive of 13.5% VAT

Water

Irish Water is Ireland's new national water utility that is responsible for providing and developing water services throughout Ireland. Irish Water's remit includes bringing the water and waste water services of the 34 Local Authorities together under one national service provider.

Water Rates per cubic metre €

COUNTY	AREA	RATE €
LIMERICK	CITY	2.70
LIMERICK	COUNTY	2.70
WATERFORD	COUNTY	2.66
GALWAY	COUNTY	2.45
CORK	CITY	2.44
DUBLIN	DUN LAOGHAIRE/RATHDOWN	2.28
DUBLIN	NORTH DUBLIN FINGAL CO. CO.	2.21
CORK	COUNTY	2.13
GALWAY	CITY	2.10
DUBLIN	CITY	1.99
DUBLIN	SOUTH COUNTY	1.93

Source: Irish Water 2015

Property

Confidence is returning to the property market which has resulted in price increases in Dublin City Centre with rents of €538m² / €50ft² however Dublin suburbs remain competitive with rents of €269m² / €25ft² for South Suburbs, €161m² / €15ft² for North Suburbs and €151m² / €14ft² for West Suburbs. The city centre price increases will be addressed by the new office construction underway in Dublin.

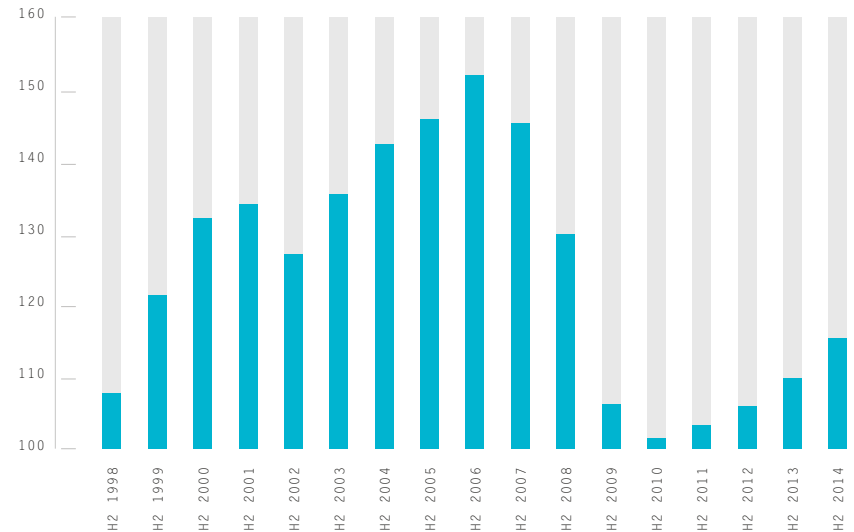
-  Value remains in commercial property market, particularly in regional locations
-  Tender prices are back to prices last seen in the late 90s

Commercial / Industrial € / m²

LOCATION	OFFICE RENTS PER SQ FT PER ANNUM	INDUSTRIAL RENTS PER SQ FT PER ANNUM
CORK	€10-22	€4-8
GALWAY	€12-18	€4-8
LIMERICK / SHANNON	€10-16	€3-7
WATERFORD	€8-12	€3-8
SLIGO	€5-10	€4-7
ATHLONE	€8-12	€4-8
DUNDALK	€10-15	€3-7

Source: IDA Ireland, 2015

Index of Construction tender prices



Source: Society of Chartered Surveyors Ireland (SCSI), 2015

Transportation

International Road Freight Costs (Door to Door)

ROUTE	DESTINATION	AVG PER TRAILER €
IRELAND	LONDON	1,000
IRELAND	AMSTERDAM	1,650
IRELAND	BRUSSELS	1,650
IRELAND	PARIS	1,700
IRELAND	BERLIN	2,250
IRELAND	VIENNA	2,600
IRELAND	MILAN	2,800
IRELAND	WARSAW	3,300
IRELAND	PRAGUE	3,175

Source: Freight Fox 2015

Weekly Flight Schedule


DESTINATION	DUBLIN	CORK	SHANNON
LONDON	357	50	42
UK OTHER	413	61	13
PARIS	94	7	4
LYON	7		
FRANKFURT	35		
MUNICH	21	2	
BERLIN	19		2
DUSSELDORF	18		
MADRID	36		
BARCELONA	34	3	
BRUSSELS	33	2	
LUXEMBOURG	6		
MILAN	13		
ROME	27		
AMSTERDAM	35	7	
COPENHAGEN	25		
STOCKHOLM	7		
PRAGUE	14		
ZURICH	17		1
BASEL	3		
GENEVA	12		
WARSAW	10		2
BUDAPEST	10		
NEW YORK	48		20
BOSTON	14		7
CHICAGO	25		5
ATLANTA	7		
CHARLOTTE	7		
PHILADELPHIA	7		7
SAN FRANCISCO	7		
WASHINGTON	11		
LOS ANGELES	3		
DUBAI	14		
ABU DHABI	14		
TORONTO	28		

Source: Airport Authorities, June 2015.
Based on summer schedule

IDA Global Office Network



@IDAIreland 

www.linkedin.com/company/ida-ireland 

www.youtube.com/InvestIreland 

idaireland@ida.ie 

 **IDA Ireland**

www.idaireland.com