The Grisons.
Work where you love to live

Business location at the interface of the transit axes
Welcome to the Grisons

Dear Entrepreneurs

The Grisons is the ideal location – for the economy, for life

It is no coincidence that many internationally active companies have chosen the Grisons as location for their headquarters. While Switzerland itself guarantees security and a low tax burden for companies and people, the Grisons provides additional, specific advantages.

Real estate prices are lower than in the Swiss agglomeration areas. Political decision-making processes are short, uncomplicated and business friendly. The geographical location between the industry centers of Stuttgart and Munich to the north and Milan to the south opens up numerous market opportunities in the immediate vicinity. Thanks to an excellent and diversified educational system, highly qualified employees with high labour productivity are available. In addition, with its great natural diversity and many tourist destinations, the Grisons offers a quality of life which is second to none.

The Canton Grisons consciously promotes business and companies and provides concrete assistance. Do not hesitate to contact us. We look forward to hearing from you.

Welcome to the Grisons

Dr. Jon Domenic Parolini, Member of cantonal government, Head of the Department for Economic and Social Affairs of the Canton Grisons
Contents

1. Infomap – The Grisons at a glance
   An informative map giving the most important facts about the Grisons ................................................. 6 / 7

2. Founding a company
   Various kinds of company, real estate, industrial zones, the SME center and the founding center Innozet .......... 8 – 13

3. The labour market and labour legislation
   Switzerland and Europe, labour-market framework conditions, social contributions, permits – for third states as well................................................................. 14 – 19

4. Quality of life and lifestyle
   Intact nature, sport and culture, family paradise and all together with security and good weather .......... 20 – 25

5. Education, research and development
   The education system and its offers, an example of a joint-venture cooperation and the Grisons innovation foundation............................................... 26 – 31

6. Taxes
   An overview of the tax system and your tax advantages in the Grisons ................................................. 32 – 37

7. Testimonials – why the Grisons
   Entrepreneurs, employees, representatives of research and partners give their view of the Grisons .......... 38 – 40

8. Conclusion: A summary of locational advantages
   Why the Grisons is an excellent business location ............ 41

9. Contact
   Contact people for your questions and concerns .......... 42 – 43
The Grisons at a glance

**FACTS**
- Central location
  - Direct on the north-south axis Zurich, Stuttgart/Munich–Milan
- Population
  - More than 1.2 million inhabitants in the region within 1 hr drive from Chur
- Students in focus sectors
  - 60,000 students at the universities, universities of applied science and technical colleges in the region within 1 hr drive from Chur
- Languages
  - German, Italian, Rhaeto-Romanic. English is the established business language.
- Most important Swiss tourism regions
  - Engadin St. Moritz, Davos Klosters, Arosa

**TAXES**
- 16.12% of net income
  - In percent of net income before tax for companies (corporate entities)
- Third place in the total tax burden
  - Switzerland takes third place in an international comparison of total tax burden for companies

**GUIDE PRICES FOR REAL ESTATE**
- Industrial land
  - CHF 100.– to 280.–/m² per year
- Production area
  - ca. CHF 80.– to 150.–/m² per year
- Office space
  - CHF 150.– to 240.–/m² per year

**HIGHLY QUALIFIED FUTURE SPECIALISED PERSONNEL**

<table>
<thead>
<tr>
<th>Students in the focus sectors*</th>
<th>Number of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Sciences</td>
<td>9,650</td>
</tr>
<tr>
<td>Medicine</td>
<td>4,680</td>
</tr>
<tr>
<td>Physics and chemistry</td>
<td>3,500</td>
</tr>
<tr>
<td>Mechanical, technical and information engineering</td>
<td>10,100</td>
</tr>
<tr>
<td>Business administration, economy, banking</td>
<td>21,350</td>
</tr>
<tr>
<td>ICT, marketing, media</td>
<td>1,200</td>
</tr>
<tr>
<td>Architecture, civil engineering</td>
<td>4,950</td>
</tr>
<tr>
<td>Law and politics</td>
<td>4,200</td>
</tr>
</tbody>
</table>

*Students in the focus sectors in the region within 1 hr drive from Chur

**FOCUS SECTORS**
- Plastics/chemistry
- Mechanical engineering/tool making
- Mechatronics/automation
- Electronics/sensor technology/photronics
- Life sciences/Medtech/Biotechnology
- ICT
- International wholesale distribution and sales

**WORK AND LIVING ENVIRONMENT**

The Grisons is characterised by...
- A pro-business government with short decision-making processes
- 30% higher labour productivity than the European average
- Opportunities for financial aid

And in addition...
- A cosmopolitan and tolerant population
- An above-average, high quality of life
- Varied leisure-time and cultural activities

**CLIMATE**
- One of the sunniest areas of Switzerland
  - 50% fewer “fog” days compared to the Swiss average
  - Mediterranean to alpine climate

**DISTANCES**
- From Chur
  - Altenrhein 1.5 hrs
  - Feldkirch 49 mins.
  - Friedrichshafen 1.5 hrs
  - Innbruck 2.5 hrs
  - Lugano Agno (CH) 2 hrs
  - Milan Malpensa (I) 2.5 hrs
  - Munich 3 hrs
  - St. Gallen 1 hr
  - Stuttgart 3 hrs
  - Zurich 1.5 hrs

**FAMILIES**
- Children can grow up carefree in a safe environment
- High quality of life with varied leisure-time activities in an intact natural environment
- Good integration of the whole family, open mentality (130 nationalities)
- Attractive apartments, less expensive than in the agglomeration areas of Switzerland
- Superb education system from kindergarten to university graduation
- Excellent health care system

**FOR REAL ESTATE**
- Office space
  - CHF 80.– to 120.–/m² per year
- Industrial land
  - CHF 100.– to 280.–/m² per year
- Production area
  - CHF 80.– to 150.–/m² per year
- Office space
  - CHF 150.– to 240.–/m² per year
Founding a company in the Grisons

Welcome to the Grisons!
The Economic Development and Tourism Agency of the Canton Grisons will be pleased to help if you require assistance in relocating or expanding your company. Depending on your requirements, we can provide information about framework conditions and advantages of the employment market in the Grisons, put you into contact with representatives of industry or explain the most efficient procedure for your project. According to your needs we can recommend specialised banks, consultants, accountants and lawyers in the canton. Companies which relocate their headquarters to the Grisons or found a new company here usually choose the form of a private limited company or a limited liability company.

Key figures

- Every 4th new company is founded in the Grisons by a non-Swiss person
- 2–3 weeks are enough to found a company — it is also possible via the internet
- 20–25% lower average costs for real estate than in the Swiss agglomerations
- 1st place Switzerland is the most competitive country in the world


Facts and figures

Founding a company in the Grisons is quick and uncomplicated for companies and private persons. Thanks to freedom of trade and commerce, practically anyone can start a business, found a company or own shares in one here.

The sole requirement: One of the persons with authority of signature for the company is resident in Switzerland.

Foreign founders and entrepreneurs are very welcome and receive many kinds of support in the Grisons.

Founding a company by foreign citizens

Freedom of trade and commerce allows any person, whether of Swiss or foreign nationality to run a business, found a company or own shares in one. No approval from the authorities, no membership in a chamber of commerce or trade association and no annual statement of business figures are actually required. For foreign citizens to run a business themselves in a permanent way however, it is necessary for them to have a valid work and residential permit.

Recruiting foreign employees

With signing of the bilateral agreement on the free movement of persons (FMP) between Switzerland and the European Union, the ground rules governing free movement of persons, in the form that already exists in the member states of the EU, to be applied in a phased introduction between Switzerland and the EU. These will also be taken up within nine to twelve years for new EU states. Citizens from Switzerland or the EU states have the right to freedom of choice of their place of residence or work within the national territories of the contractual parties. In this way, most of the EU and EFTA citizens are on equal terms with Swiss employees, (current exemptions are Bulgaria, Romania and Croatia), on condition that they have a valid employment contract, are self-employed or, in the case of them not being in gainful employment, can provide proof of financial independence and full health insurance coverage. This agreement also liberalises the rules with regard to foreign citizens providing a service in another country for up to 90 days each calendar year. Citizens of other countries require a work permit to carry out such a service.

More detailed information about work permits can be found in the chapter “Employment market and labour legislation” from page 14.

Note: Popular initiative “Against Mass Immigration”

On February 9, 2014, the Swiss population voted to adopt the popular initiative “Against mass immigration”. This called for a change of system in Swiss immigration policy. The new constitutional text committed the Federal Council and parliament to introduce within three years a new admission system for all foreign immigrants so that immigration is limited by maximum numbers and contingents. Until introduction of the corresponding implementation legislation, free movement of persons applies as previously between member states of the EU, EFTA and Switzerland. Citizens of third states and not affected by this popular initiative. They are governed by the same regulations as to date.

www.bfs.admin.ch
Topic: Free movement of persons Switzerland–EU/EFTA
www.anp.admin.ch
Topic: Immigration: Implementation of the new constitutional articles governing immigration; current information on free movement of persons

www.innozet.ch
Innozet innovation center, Grüsch
Choosing the type of business

General

When business operations are being set up, the focus is primarily on two types of company – a limited company and a limited liability company. The latter have legal structures comparable to foreign legal forms such as the German GmbH similar to the English Limited Liability Company.

In addition to founding a limited company or a limited liability company, a subsidiary of a foreign company may also be entered in the commercial register or a partnership / limited company set up without its own legal entity.

Limited Company (AG)

The most important type of company in Switzerland, a limited company has its own legal entity with its own name (company). It is a capital company whose capital (stock capital) is split up into shares. The shareholders exercise their rights as company members during the shareholders’ meeting. The actual management of the business of a limited company is left to the board of directors and the general managers (managing directors) appointed by the board of directors.

Prerequisites for founding a limited company
- The minutes of the founding meeting must be publicly certified by an authorised person (public notary).
- It is possible for one person alone to found a company.
- Foreigners may hold all the shares and the members of the board of directors may all be foreign citizens. At least one person, not necessarily a member of the board of directors, but capable of carrying out all legal representation of the company (individual authorised signatory or two people as joint authorised signatories), must be domiciled in Switzerland.
- The company capital must amount to at least CHF 100,000.–.
- 20 % of the share capital, but at least CHF 50,000.–, must be paid up or secured by tangible assets.

Advantages of a limited company
- Limited liability
- Easy transfer
- Anonymity of the partners – no disclosure commitment
- Unlimited share capital

Disadvantages of a limited company
- High level of capital stock
- Double taxation

Limited Liability Companies (GmbH)

In recent years, the business form of a limited liability company has gained in significance. Today, it is an attractive alternative to the limited company. Company liability is limited to the company capital and it is compulsory for the company to be entered into the commercial register at the location where it is headquartered. The right to personality is not obtained by the company until this entry is made.

Prerequisites for foundation of a limited liability company
- The minutes of the founding meeting must be publicly registered by an authorised person (public notary).
- The company capital must amount to at least CHF 20,000.–.
- 100 % of the company capital must be paid up or secured with assets in kind.
- It is possible for a company to be founded by 1 person alone.

Foreighners may hold all the shares and the members of the board of directors may all be foreign citizens. At least one person, not necessarily a member of the board of directors, but capable of carrying out all legal representation of the company (individual authorised signatory or two people as joint authorised signatories), must be domiciled in Switzerland.

Advantages of a limited liability company
- Limited liability
- The minimum level of company capital is low

Disadvantages of a limited liability company
- Lack of anonymity of partners
- Double taxation

Subsidiaries

A subsidiary is a business enterprise which is legally a part of the parent company on which it is dependent, but which permanently conducts operations similar to those of the parent company at its own location while enjoying a certain economic and business independence. Defined in simple terms, the subsidiary is economically independent, but legally dependent on the company’s headquarters. An authorised representative / agent domiciled in Switzerland is required for founding a subsidiary of a foreign company in Switzerland.

Advantages of a subsidiary are
- No personal (equity) capital is required.
- Endowment capital of an unspecified amount, made available by the parent company, is sufficient.
- Foundation is easier and costs less than for a capital company.
- The parent company can exercise its influence directly.

Disadvantages of a subsidiary are
- Executive management of the parent company shares liability for business conducted by the subsidiary.
- The business locations lack Swiss character.

Ideal framework conditions for founding a company

Country ranking for selected locational factors in a European comparison, 2013

<table>
<thead>
<tr>
<th>Country</th>
<th>Funding</th>
<th>Political environment</th>
<th>Regulation</th>
<th>Physical infrastructure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Switzerland</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Germany</td>
<td>3</td>
<td>7</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Finland</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>France</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Netherlands</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Sweden</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Great Britain</td>
<td>4</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

Source: Global Entrepreneurship Monitor, 2013

Tips and Information

Relocating to the Grisons
www.awt.gr.ch

Founding a company
www.startbiz.ch
www.gruenden.ch

General information on starting a company
www.kmu.admin.ch
Focus on practical knowledge / founding a SME

Private platform for founding a company
www.startups.ch
Things to know about real estate

Business premises
Persons resident abroad may purchase property and land for a business purpose without need for a permit, whereas restrictions apply to purchase of residential property. EU or EFTA citizens resident in Switzerland have the same rights to purchase real estate as Swiss citizens and do not need a permit. Citizens of third states or persons resident abroad may purchase real estate with certain limitations.

Purchase of real estate without a permit
Persons resident abroad may purchase property with certain limitations. The following types of property, used for a business purpose, may be bought by a person resident abroad without need for a permit.

- manufacturing buildings, warehouses and offices
- shopping centers and shop premises
- hotels and restaurants
- workshops and medical practices
- apartments which are necessary for running a business or where separation from the business property is not possible or would be excessive.

Land reserves of up to one third, and in special cases up to half of the total area, for a medium-term extension of an existing business location or for starting a new one.

Apartments for border-crossing workers in the vicinity of the workplace

Private property
Purchase of a main residence without a permit
A main residence (such as house, apartment/condominium) and building land at the domicile of the purchaser can also be bought without a permit. The following prerequisites apply:

- the buyer must have an annual residence permit
- the purchaser must live in the apartment himself as long as he remains at this domicile
- construction work on the land must begin within twelve months of the purchase

Purchase of property requiring a permit
Purchase of the following apartments requires a permit:
- holiday flats and units in an apartment hotel (hotel with apartments/condominium)
- second homes (with close relations to a location which are worthy of protection/residence of an average 2–3 days per week is mandatory)

Purchase by EU/EFTA citizens resident in Switzerland
Citizens of the member states of the European Community and the European Free Trade Association, who have their regular and real place of residence in Switzerland, are not considered “persons abroad” and may purchase any property in Switzerland without need of a permit.

Finding suitable property
Finding real estate for business and private use
The internet platform www.newhome.ch is a service provided free of charge by 16 regional cantonal banks, including the Grisons cantonal bank “Graubündner Kantonalbank”, where apartments, industrial buildings and building land for sale are offered.

Less expensive and yet comfortable accommodation
In Switzerland, two out of three people live in a rented apartment. The average price for rented accommodation varies according to region and the Grisons provides cost advantages. As a rule, attractive, well situated apartments are up to 20% less expensive than in the major Swiss agglomerations. Further links available are: www.homegate.ch or www.alle-immobilien.ch

Industrial zones and the SME and Founding Centers

Examples of industrial zones
The most important industrial zones in the Grisons are all located along the north-south axis Munich/Stuttgart-Milan. More than 11.5 million vehicles use this important transit axis each year, which is 32,000 vehicles per day. These industrial zones include:

- Domat/Ems
- San Vittore

Domat/Ems
The largest industrial zone in the Grisons is at the same time, one of the largest developed industrial zones in Switzerland covering an area of more than 200,000 m². The excellent site development, including good public transport connections, is ideal for high-quality, export-oriented companies incorporating a high level of added-value. This land is available for purchase or as a building lease.

San Vittore
The industrial zone in the community of San Vittore covers more than 180,000 m². Along with its excellent location, also directly on the A13 motorway, this industrial zone offers attractive land prices. This land is available for purchase or as a building lease.

In the Grisons, attractive real estate cost significantly less than in the major Swiss agglomerations.

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SME and Founding Centers

Grisons SME Center
The Grisons SME Center is contact point for small and medium-sized companies and provides support for business administration questions in the fields of start-ups, innovation and internationalisation. www.kmuzentrum.ch

Founding Center Innozet
Start-up companies and established businesses work under one roof in the INNOZET Innovation Center TRUMPF in Grisch. Young business people are able to benefit from a state-of-the-art infrastructure, advice and coaching from experts as well as a network of experienced, industrially powered technical colleges and universities which is probably unique in Switzerland. www.innozet.ch

“We want to develop our products at the same place that we want to live. Here we find ideal conditions to drive technological innovation forward.”

Emao Evti, CEO Evti production GmbH, Chur
The company is winner of various technology awards, start-up in the Grisons.
3. THE LABOUR MARKET AND LABOUR LEGISLATION

Liberal and international

Switzerland and Europe

From a cultural and geographical point of view, Switzerland lies at the heart of Europe. Even if it is not a member of the European Union, it still has close political and economic connections to its European neighbours. Different bilateral agreements and dynamic European policies create an intensive political partnership and a high degree of European integration – to the advantage of both Switzerland and the EU.

The European Union is Switzerland’s most important trade partner: 55% (2014) of Swiss exports are headed for countries in the EU region and conversely, 73% (2014) of all imports to Switzerland originate in the EU. A comprehensive free trade agreement and the bilateral agreements make free exchange of goods and services possible – even without Switzerland being an EU member. Based on these agreements, Switzerland is fully integrated into the EU market with its 505 million consumers, but still remains politically independent.

Switzerland and third countries

Switzerland also has intensive relationships with other important international markets, in particular America and Asia. More than 28 free trade agreements with 38 partners throughout the world supplement the EFTA convention and the free trade agreements with the EU. The Swiss free trade policy creates top framework conditions and is aimed towards continually optimising these in order to exchange goods and services with important partners. Agreements with all major industrial countries ensure that companies are only taxed in one country.

Relations with Europe and the EU

www.europa.admin.ch

Relations with other international markets

www.seco.admin.ch

Key figures

1st place for attraction of Switzerland for a highly-qualified labour force

130 nationalities have permanent residence in the Grisons

30% higher work productivity than the European average

1st place Switzerland is the most competitive country in the world


Facts and figures

Switzerland is an interesting location for employers as it has some of the most liberal labour legislation in the world. This is also one of the reasons why it is among the most productive countries in the world. Business relationships with foreign countries are close – above all in the Grisons thanks to its central location on the north-south axis Stuttgart/Munich-Milan.

Workers from abroad value the opportunity to work here: Labour market conditions are among the best in the world and at the same time, workers in the Grisons enjoy a relaxed lifestyle and high quality of life.
International companies find ideal conditions

Less expensive than elsewhere in the end
One of the most important aspects of work performance is productivity. This is measured in an international comparison, as gross national product per work hour. Switzerland is represented as one of the most productive countries in the world. Internationally active companies located in the Grisons, such as Trumpf, Wittenstein, Hamilton or EMS CHEMIE confirm that they find a very good price-to-performance ratio here. Reasons for this are, on the one hand, high productivity, and on the other hand the low administrative outlay, real estate prices and salary levels in the Grisons as well as the business-friendly environment.

An open business culture
The business culture in the Grisons is uncomplicated and solution-oriented. The share of foreign workers in the working population is just under 25%. Foreign employers and companies value the internationality in the Grisons. Around 130 nationalities have permanent residence here. Tolerance and lingual and cultural diversity are characteristics of the canton. Most inhabitants of the Grisons speak at least one foreign language. English is very present in international business life along with the official languages and is often used by management leaders. Expats value the Grisons not just as a place to work, but also as a place to live.

High purchasing power
Swiss employees have very high purchasing power. In 2014, Switzerland was rated first place in Europe with an available income of EUR 37,153.– in front of Norway and Luxembourg.

Stable with little bureaucracy
Legal security and long-term stable decision-making principles are important criteria for internationally-oriented companies. This is compounded by a relatively low degree of regulation: International comparisons confirm that management leaders in Switzerland are required to devote less time than elsewhere to federal bureaucracy. Companies in the Grisons benefit from a leanly organised government and a business friendly climate.

Work and residential permits for foreigners

The following regulations apply for third states as well as Croatia, and from May 31, 2016 at the latest also for Romania and Bulgaria:

Residential permits from 365 days (B Permit)
As a rule, these permits are limited to a duration of 12 months. A change of job or canton is possible after approval. Holders are taxed at source, contingents apply. (Exemptions in some cases: e.g. spouses of Swiss citizens have the same rights as Swiss citizens.)

Permanent residential (C Permit)
Holders have the same rights as Swiss citizens with regard to the labour market; no taxation at source.

Cross-border commuters
A change of job is possible if approved. A change of canton is not possible. Holders are taxed at source.

Short-term residential permit (L Permit)
A change of job or canton is not possible. Holders are taxed at source.

Trainee permits (Stagiaire permits)
Valid for maximum 18 months; only applicable for vocational trainee programmes for qualified young professionals.

Management transfers
According to the General Agreement on Trade in Services (GATS), indispensable management executives may receive a permit to stay in Switzerland for three years. This permit may be extended for a further 12 months. Citizens from countries outside the EU/EFTA region require a change of job or canton is not possible. Holders are taxed at source.

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Work productivity in a country comparison

<table>
<thead>
<tr>
<th>Country</th>
<th>Per employee and per year in USD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Switzerland</td>
<td>145,893</td>
</tr>
<tr>
<td>Germany</td>
<td>86,872</td>
</tr>
<tr>
<td>Italy</td>
<td>92,986</td>
</tr>
</tbody>
</table>

Source: IMD World competitiveness 2014
“The internationality and good infrastructure led to various Würth subsidiaries being located today in the Grisons.”

Michel Kern, CEO and Member of the Central Managing Board of the Würth Group, Würth International AG, Chur

General labour market conditions

General points
Swiss labour-market laws are characterised by large private autonomy. In this way, employers and employees can agree on contractual conditions themselves while taking into account the stipulated minimum values as well as any already existing individual or general work contracts.

Wages
No legal regulations governing minimum or maximum wages exist in Switzerland. Conventional local and segment wage levels should be followed in each case as well as any existing trade-specific general or standard work contracts.

Wage costs

<table>
<thead>
<tr>
<th>Monthly salary</th>
<th>As per individual agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid holidays</td>
<td>approx. 20–25 days</td>
</tr>
<tr>
<td>Paid public/religious holidays</td>
<td>approx. 10 days</td>
</tr>
<tr>
<td>Paid short absences (e.g. marriage, births, moving)</td>
<td>As per individual agreement</td>
</tr>
<tr>
<td>Annual year-end salary</td>
<td>13th months’ salary (not legally compulsory)</td>
</tr>
<tr>
<td>Social contributions (see table on right)</td>
<td>Are calculated onto the wage costs</td>
</tr>
<tr>
<td>Total labour costs</td>
<td>Including all above-mentioned items</td>
</tr>
</tbody>
</table>

Social contribution rates

<table>
<thead>
<tr>
<th>Employer</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Old-age welfare and invalidity pension (AHV, IV, EO)</td>
<td>5.15 %</td>
</tr>
<tr>
<td>Unemployment insurance (ALV)</td>
<td>1.1 %</td>
</tr>
<tr>
<td>Income above CHF 126,000.–</td>
<td>0.5 %</td>
</tr>
<tr>
<td>Obligatory company pension scheme (BVG)</td>
<td>3.5 – 9.0%*</td>
</tr>
<tr>
<td>Compulsory accident insurance (medical costs for work and private accidents) (UVG)</td>
<td>Variable depending profession and risk</td>
</tr>
<tr>
<td>Non-occupational accidents</td>
<td>Variable depending profession and risk</td>
</tr>
<tr>
<td>Child benefits / family allowance (FAK)</td>
<td>1.65 %</td>
</tr>
</tbody>
</table>

*depending on age and gender, in % of the insured wage

Accident/sickness insurance schemes
The compulsory accident insurance (UVG) covers medical costs arising from occupational accidents and diseases and, depending on the degree of employment (part-time, hours worked each week) can also cover non-occupational accidents. It is financed jointly by employers and employees. All employees working in Switzerland must be covered by the compulsory UVG accident insurance.

In accordance with the health insurance law (KV), basic health/medical care insurance is compulsory for everyone residing in Switzerland and is financed privately.

Termination of employment
It is a basic principle that an employer or an employee may freely terminate an employment relationship while observing the specific periods of notice. In Swiss Law, no provision is made for co-determination by a works council or employee representation in the event of termination of employment.

During a probationary period, which may last up to three months, an employment relationship can be terminated at any time while observing a period of notice of up to seven days. Afterward, the period of notice for an employment relationship lasting less than a year is one month. From the 2nd to the 9th year of employment, the period of notice is two months and afterwards three months. A longer period of notice is also permissible. In only a very few cases does Swiss Industrial Law provide protection against wrongful dismissal. A distinction is made between protection against wrongful/unlawful dismissal and protection against termination of employment at an inopportune time.
Live in the Grisons, experience quality

Quality of life meets lifestyle
Understanding among the people of the approx. 150 valleys of the Canton Grisons is excellent, despite the range of several different languages and dialects spoken here. In among the nearly 1000 mountain peaks are high-tech companies as well as traditional skilled craftsmen. Cosmopolitanism and still a strong bond to the mountains is a trademark of the Canton Grisons. And it is this trademark which guarantees real quality of life. The cosmopolitanism is expressed in the infrastructure ranging from an expansive transport network to the many educational and leisure-time activities available. The strong bond to the mountains, on the other hand, provides the opportunity to slow down and relax. In this way, the Grisons provides inspiration and strength for new entrepreneurial high performance, either alone or with other people.

Pristine natural experiences
The versatility of the Grisons is shown in the countryside. From high alpine mountains and glaciers to the Mediterranean-feeling Rhine Valley with its vineyards which fascinate locals and tourists alike. Clean lakes and rivers are inviting for a swim in summer, the fresh air for a deep breath and relaxation – and always the next beautiful village just around the corner. Thanks to the short distances involved, anywhere and everywhere can be reached quickly and comfortably by train, bus, car or even by bicycle.

Leisure time and sporting activities
The most popular holiday destination in Switzerland both summer and winter: Naturalists and sport enthusiasts find everything that their hearts could wish for. More than 40 famous holiday destinations, including St. Moritz, the Engadin, Klosters Davos, Laax or Arosa Lenzerheide, await visitors with numerous activities in the categories of skiing, snowboarding, cross-country skiing, ice hockey, bob, climbing, biking, tennis, hiking, swimming and many more. Golf enthusiasts have also favoured the Grisons for many years now. Fifteen courses in the most beautiful scenery are waiting for the tee off. The next course is just around the corner. And not to be forgotten: The legendary, historic railway routes of the Glacier, Bernina and Arosa Express – unforgettable alpine experiences for rail passengers.

Culture and events
A complete leisure-time offer must include a varied and lively culture scene. Thanks also to the numerous tourist destinations and their excellent infrastructure, guests and inhabitants of the Grisons have a wide range of offers to choose from. These include different museums and galleries, theatre, concerts, festivals and regular events organised by cultural and tourism associations. There are also many world-class sporting events staged each year for ski, snowboard, cross-country skiing, ice hockey, polo, bob and biking. Active people always get their money’s worth.

Key Figures

50 %
less fog than the Swiss average

130
different nationalities live permanently in the Grisons

No. 1
The Grisons is Switzerland’s most popular leisure-time destination

1st place
Switzerland is the happiest country in the world

Source: UN World Happiness Report 2015 and BFS

Facts and figures
The Grisons is characterised by a particularly high quality of life: In Swiss ratings from consultants and banks, the canton always ranks among the leaders. An above-average number of days with sunshine and a favourable climate contribute a great deal towards quality of life. These are supplemented by the picturesque villages, a varied range of leisure-time activities and an intact nature which are aspects in favour of the Grisons as a place to live.

Foreign employees and companies also value the internationality of the Grisons. Tolerance, as well as linguistic and cultural diversity, is characteristic of the Canton Grisons.
Regeneration and wellness

A paradise for families
Throughout the Grisons you will find entrepreneurs and employees who relocated to the Grisons as soon as they started a family. The reason is clear: The Grisons is the ideal location to raise children and have an active and happy family life. Playing in nature, watching animals, freedom of movement, walking to school alone with other children, a myriad of leisure-time activities – children love all this. This is supplemented by the high quality of schooling and further education offers as well as the opportunity for families to afford a nice house – with garden if required. Real estate prices are significantly lower than the Swiss average.

A cosmopolitan and tolerant population
The population of the Grisons numbers nearly 195,000 people. Of these, 17.7% are foreign citizens. People from around 130 different nationalities have permanent residence in the Grisons. Three of the four official languages of Switzerland are spoken here as mother tongue: German, Italian and Rhaeto-Romanic. In addition, along with their mother tongue, most inhabitants of the Grisons also speak a foreign language. First foreign languages are taught already in primary school and increasingly, also English. In the international business environment, English is widespread along with the official national languages and is often used by people in leadership positions. A high degree of openness and tolerance is the result of this co-existence of different language groups and religions and the large number of foreign nationality residents. This makes it easier for foreign companies to work from a Swiss location.

Localities for relaxation and business events
Pure relaxation thanks to attractive wellness oases
In the Grisons there are many wellness hotels with extensive bathing and sauna landscapes, spa areas and Turkish baths or hamams, which are usually also open to non-residential guests and provide relaxation in the evenings or at weekends. Among these are the well-known and renowned baths and hotels in Vals, Flims, Scuol, Bad Ragaz, St.Moritz, Pontresina, Arosa or Lenzerheide – the list is practically endless.

First-class locations for seminars and congresses
Along with seekers of wellness and relaxation, the first-class hotels also provide excellent infrastructure for seminar and congress participants. It is no coincidence that the World Economic Forum (WEF) attracts the crème de la crème of industry and politics to the holiday paradise Davos. Staging an event in the Grisons means choosing variety and authenticity.

A cosmopolitan and tolerant population

Cosmopolitan and family-friendly

Tolerance and personal freedom are given emphasis

Switzerland is the happiest country in the world
Researchers examined 158 countries with regard to factors such as income, life expectancy, health system as well as subjective awareness such as the feeling of freedom or satisfaction.

Source: UN World Happiness Report 2015

“The high quality of life was one of the reasons we chose a location in the Grisons.”
Roland Obrist, CEO of Oblamatik AG, part of the international Viega Group, Chur

The German Viega Group employs around 4000 employees at 5 production locations throughout the world.
Health and Safety

Quality of life: plenty of sunshine, no fog
Good weather and a favourable climate improve wellbeing. The Grisons is one of the areas with the most sunshine in Switzerland and thanks to the long hours of sun and the mild climate, it is also the warmest vine growing area in the German-speaking part of Switzerland. Many different types of grape are grown here and are processed to create great wines. A further advantage is the low number of foggy days. In contrast to the agglomeration centers of Switzerland, there is very little fog in the Grisons. In short: A climate which promises zest for life.

Safety means quality of life
Freedom of movement and security are guaranteed everywhere and always in the Grisons. The very low crime rate speaks for itself. Children usually walk to school by themselves turning the journey into an important social adventure and allowing them to gain mutual experience. Athletes and nature lovers looking for peace and quiet are also safe, whether while hiking alone, jogging in the woods or biking in the evening after work.

Excellent health service
The health system in Switzerland is one of the best in the world. Highly trained medical personnel guarantee first-class comprehensive treatment in doctors’ practices, public hospitals and many private and special clinics. In the Grisons, there is always a doctor or hospital nearby.

Relocating and settling in
International companies often send foreign members of management and experts – so-called Expats – to Switzerland or at short notice and for a limited period of time. Specialised relocation agencies, Expat groups, books and websites provide answers to the most important questions about relocation and living in Switzerland and ensure that Expats can settle in and become acclimatised quickly.

Along with internationally experienced consultants and specialised agencies, the internet is also a good source of useful information – not least the homepage of the Canton Grisons.

Tips and Information
Culture and leisure-time activities
www.graubuenden.ch
Weaver forecasts
www.wetter-graubuenden.ch
Public transport
www.rhb.ch | www.sbb.ch
Facts and figures
A highly qualified workforce and continuous innovation are Switzerland’s most important capital. The quality of the state school system is internationally renowned. Universities, universities of applied science, advanced technical colleges and international private schools and boarding schools enjoy worldwide recognition.

The federalist structure ensures a high-quality education system and proximity to practical economics and research. The dual education system is characteristic: Along with a conventional education with high school diploma and university studies, in many handcraft and industrial trades as well as service professions, apprenticeships provide practical training “on the job”.

Personnel with top training
Companies which relocate to the Canton Grisons gain sustainable advantages from the high-quality Swiss education system. This makes well-trained, multilingual, motivated and loyal personnel available for investors. No wonder that several sector leaders such as Hamilton, Trumpf, Wörth, EMS-CHEMIE, Cedes, Georg Fischer, Bizerba Busch and Wittenstein are based in the Grisons. Together, these companies provide jobs for more than 3300 employees.

Private and state schools of global acclaim
Foreigners who relocate to Switzerland greatly value the high educational level in state and private schools. This high quality characterises the whole education system from the primary school to higher education. Thanks to the myriad of opportunities available to them, children at all school levels can integrate well and according to their level of learning.

Vocational training with further education possibilities – dual training system
Apprenticeships last three or four years and involve practical work in a company and theory work attending trade-specific lessons at a vocational college. Training is available in a range of around 250 professions. Along with the regular school qualifications, equivalent high-school diploma / ‘A level’ exams can be taken which allow entrance to an advanced technical college.

Having completed initial training professionals may attend advanced colleges of further education in order to gain career-specific qualifications recognised throughout Switzerland. Successful qualification of professional and advanced exams leads to a Swiss Federal Certificate or a diploma which guarantees internationally comparable qualifications.

Academic career
A high-school education lasts four years and allows academic further education. Switzerland has a total of twelve recognised university facilities which are regularly ranked among the leading positions in international comparisons.

Internationally compatible
Internationally oriented families have a choice of tailor-made school offers. Their children are taught in a large number of international schools or internationally aligned boarding schools in their mother tongue or in internationally accepted study courses. They are prepared perfectly for school leaving diplomas which are valid in their home countries – for example for A-levels, a baccalaureate or qualifications for entry to an American university.
Educational institutes in the Grisons area offer Bachelor, Master and engineering qualifications in the most important MINT fields (mathematics, informatics, natural sciences and technology). In this way, they train highly-qualified, sought-after experts in a variety of fields. These include electro, system and machine technology, engineering informatics, photonics, life sciences, chemistry/physics and biology as well as economic engineering, micro-technology etc.

Universities
Swiss Federal Institute of Technology Zurich ETH
www.ethz.ch
University of St. Gallen, St. Gallen
www.unisg.ch
University of Zurich
www.uzh.ch
University of Liechtenstein, Vaduz
www.uni.li
Private University in the Principality of Liechtenstein, Triesen
www.unfl.li
Università della Svizzera Italiana – USI
www.usi.ch

Universities of applied sciences
University of Applied Sciences (HTW), Chur
www.htwchur.ch
University of Applied Sciences and Technology (NTB), Buchs
www.ntb.ch
University of Applied Sciences (HRR), Rapperswil
www.hrr.ch
University of Applied Sciences, St. Gallen
www.fhsg.ch
University of Applied Sciences of Eastern Switzerland, St. Gallen
www.fho.ch
Zürcher Fachhochschule (ZFH), Zurich
www.zfh.ch
Vorarlberg University of Applied Sciences, Dornbirn, Austria
www.vfh.at
University of Applied Sciences and Arts of Southern Switzerland, SUPSI, Locarno/Manno
www.supsi.ch

Advanced technical colleges
ibW Institute for vocational training south-eastern Switzerland, Chur
www.ibw.ch
Swiss School of Tourism and Hospitality, Passugg
www.ssth.ch
Pedagogic Training College Grisons (PHGR), Chur
www.phgr.ch
Advanced Training College for Tourism, Grisons, Academia Engiadina, Samedan
www.htfgr.ch
College of Professional Education and Training in Social Pedagogy HFS, Zizers
www.hfs-zizers.ch
Scuola specializzata superiore di tecnica di Bellinzona (SSST), Bellinzona
www.ssst.ti.ch
Scuola Specializzata Superiore di Economia (SSSE), Bellinzona
www.ssseco.ch

Internationally oriented high schools
Along with the Grisons canton high school at Chur, there are many renowned private high schools in and near the Grisons. These include the Lyceum Alpinum Zuoz, the Hochalpine Institut Flint, the Academia Engiadina in Samedan and the Sport Gymnasium in Davos. They provide teaching and courses in different languages such as English or French as well as promoting achievement by talented students in a selected range of topics.
www.mittelschulen.gr.ch

Internationally oriented basic schooling
Bilingual private school Formatio, Triesen
Classes from kindergarten to secondary high school. Bilingual teaching in German and English.
www.formatio.li
Swiss International School, various locations
Kindergarten to secondary high-school levels, bilingual teaching in German and English at various locations such as Pfäffikon, Männedorf, Winterthur, Zurich and others.
www.swissinternationalschool.ch
International School Rheintal, Buchs
Classes from kindergarten to secondary high school. All teaching in English.
www.isr.ch
TASIS The American School In Switzerland, Montagnola
From kindergarten to secondary high school, bilingual teaching in Italian and English.
www.tasis.com
International School Ticino, Lamone
Also from kindergarten to secondary high school, bilingual teaching in Italian and English.
www.isticino.com

1st place: for qualified expert personnel
Switzerland is the most attractive country in the world for qualified expert personnel and offers the best opportunities for personal development. One important reason for this, along with the high quality of life and the stable economic situation, is the dual education system providing a choice between an apprenticeship or an academic career.
Source: Global Talent Competitiveness Index (GTCI) 2014
Research in the Grisons

As a rule, internationally oriented companies in the Grisons are active in know-how and skill-intensive fields such as medical technology, chemistry/plastics, electronics/semiconductor systems and mechanical engineering. Research and development plays a central role in the manufacture of high-quality products and provision of services by these companies. Along with company in-house research and development departments, these companies also cooperate for specific projects with external research institutes in the canton. These institutes employ highly qualified foreign scientists from throughout the world and are optimal-ly linked through international cooperation agreements and networks.

**General**

**Academia Raetica**
The Academia Raetica is an umbrella organisation and contact for university-level research and teaching in the Grisons region which includes institutes active in the fields of medicine, technology, natural and social sciences and the humanities. It strengthens the development of the Grisons as a research location and provides information to experts and the public. Members are independent institutes of national or international renown. www.academiaraeitica.ch

**Graduate School Graubünden**
The Graduate School Graubünden (GSGR) supports young scientific academics in the Canton Grisons. www.gsgr.ch

The most important research institutes

**CSEM**
The research and development center CSEM (Centre Suisse d’Electronique et de Microtechnique) in Landquart specialises in micro and nano-technology, micro-electronics, systems engineering and life sciences. It provides partners in industry with innovative and tailor-made solutions which are derived from the results of its applied research activities. www.csem.ch

**SIAF**
The SIAF (Swiss Institute of Allergy and Asthma Research) in Davos carries out research into the immunological principles of allergy and asthma illnesses in cooperation with the University of Zurich. The SIAF is world leader in its specific field and maintains close contact with regard to exchange of knowledge with the CK-CARE and other clinics in Davos. www.siaf.uzh.ch

**PMOD/WRC**
The Physicalkal-Meteorological Observatorium in Davos researches the influence of the sun’s radiation on the earth’s climate. To do this, it develops instruments for use in space and on the ground. The World Meteorological Organisation has also designated the PMOD as a World Radiation Center (WRC) where reference instruments provide information which serves as a basis for all meteorological radiation measurements in the world. www.pmodwrc.ch

**CK CARE**
The CK-CARE (Christine Kühne Center for Allergy Research and Education) in Davos specialises in research and development work in the field of allergies. www.ck-care.ch

**SLF**
The Institute for Snow and Avalanche Research (SLF) in Davos is part of the WSL – the Swiss Federal Institute for Forest, Snow and Landscape Research, a federal research center within the domain of the Swiss Federal Institute for Technology (ETH). The SLF carries out research into snow avalanches and other natural alpine hazards such as rock fall, mudflow or flooding or the relationship between nature, environment and life in the mountains. www.slf.ch

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“**In Davos we employ scientists from throughout the world. They enjoy ideal conditions for their research activities and appreciate being able to live in this wonderful region.**

Prof. R. Geoff Richards, Director AO Research and Development, Davos

**CSEM and Kenzen – a cooperation example**

Kenzen is a start-up company in the field of bioinformatics, founded in San Francisco, California (USA), which focuses on the development of medical devices and analysis for the health market. Its vision is to monitor the functions of the human body in connection with daily life, environment and activities and to accurately record data which was previously not available. Kenzen is developing the first Bluetooth devices to continually monitor personal health by recording vital signs and analysing beads of sweat. There is a significant market potential for these devices, as shown by the market reaction: Kenzen has already established contact with companies such as Kia, Coca-Cola, Poverade and Hyundai to form strategic partnerships.

In order to penetrate the European markets, Kenzen was looking for a strategic partner to provide specific technology for development of this new product. This partner was found in the Grisons in the form of CSEM at Landquart. The resulting partnership includes licensing of existing technology, product development (hardware, algorithms and software), rapid prototyping and initial support in production. The product introduction is planned for 2016.

In the long term, further development projects for medical and monitoring applications are planned in collaboration with CSEM. Kenzen has decided on the Grisons as a long-term location where it will establish its research and development, production, validation, market and sales business areas for Europe.

www.kenzenwear.com and www.csem.ch

Promotion opportunities for innovative companies

The Grisons Innovation Foundation

The Foundation for Innovation, Research and Development in the Grisons can provide subsidies, loans or a possible participation in start-up companies to support innovative projects. This support is often provided to SME and young entreprenuers for implementation of outstanding, innovative projects for the development of novel, competitive products and services. www.innovationsstiftung.gr.ch

Possibilities of support from the canton

Based on the revised economic development laws, the canton can provide subsidies or loans. A central point is that the funding is used to support innovative companies and ideas which will strengthen the Grisons business location by creating added value, know-how and additional jobs. Detailed information can be found on the homepage: www.avw.gr.ch

Facts and Info

Research in the Grisons

www.bildung-graebuenden.ch

International research cooperation

www.snf.ch

International cooperation education, research, science

www.sbfi.admin.ch

“**We had decided to become active in the European market and were looking for a technology partner to develop our products. We were successful in finding the CSEM in Landquart.**

Dr. Sonia Sousa, CEO and Co-Founder Kenzen, Landquart
Internationally competitive

Moderate taxes for individuals and companies

The Federal Government’s tax laws apply throughout the whole of Switzerland, whereas those of the cantons and communities are effective only within their own boundaries. In the Grisons, the tax rate for regularly taxed companies is maximum 16.12% (in percent of net profit). This ranks the canton in the front half of the field in a Swiss comparison. The tax rate for companies with a privileged tax status, such as holding companies, is maximum 10% of net profit before tax. The total average tax burden for private persons is around 15% of earnings and with this, the Grisons holds a leading position, not only in Switzerland.

Basic principles

Depending on the legal form of a company, different kinds of taxation and different tax rates apply.

Partnership-type unincorporated companies

Owners of partnership-type unincorporated companies (sole proprietorship, limited partnership or general partnership) are taxed on behalf of these companies as they, in themselves, do not represent a subject for tax imposition. Annual income tax and capital income tax are the two most important types of tax for natural persons. The amount is calculated on the basis of progressive tariffs. In addition, earnings from business operations are subject to social security contributions.

Corporate entities / limited companies

Limited companies, limited liability companies, cooperative societies, foundations and clubs/associations are taxed independently as business companies. Taxes on profit and capital are considered deductible outlay.

Facts and figures

Switzerland’s federalistic tax system is a model of success: Taxes are set and levied by federal government, cantons and municipalities. Domestic tax competition plays a significant role in the very low rates of taxation.

The Grisons has a very generous depreciation practice and offers export-oriented and innovative companies the possibility of tax relief for cantonal and federal taxes. Focus is always on rapid and pro-business solutions.

Key figures

| 16.12%  | of net profit for companies (limited companies) |
| 3rd place | in international comparison of total tax burden for companies |
| 10 years | cantonal tax relief is possible in the Grisons |
| 8% | lowest VAT rate in Europe |

Source: PwC 2014, BAK Basel 2014
Companies with participations
Juridical persons (corporate bodies) who participate in the equity capital of other companies to at least 10%, or who have a share in such capital with a market value of at least 1 million Swiss Francs benefit from the so-called participation deduction. This has the purpose of reducing the burden of multiple taxation. In addition, juridical persons who participate with up to 10% on the initial capital of another company can also claim a participation deduction for capital gains on sales of these capital shares.

Holding companies
These are understood to be juridical persons (corporate bodies) whose prime purpose is the permanent administration of holdings and who exercise no business operations in Switzerland. Companies of this type pay no cantonal capital gains tax, provided that the holdings (investments) or the yield from them amount to at least two thirds of the total assets or earnings. In the Grisons, capital levies are only 0.05 per thousand of own capital or minimum CHF 300.–.

Domiciliary companies
Capital companies (corporations), which carry out administrative activities but no business operations in Switzerland, are largely exempt from the cantonal tax on earnings. Earnings abroad – with the exception of earnings from participations – are taxed at a regular rate between 0% and 20% depending on the importance of the administrative activities in Switzerland. In the Grisons, capital levies are 0.05 per thousand of own capital or minimum CHF 300.–.

Mixed companies
Companies which have the majority of their business activities abroad and only limited business activities within Switzerland (<20%), are taxed on profit from this national business. Profits achieved abroad – with the exception of participations – are taxed at a regular rate between 10–30%, depending on the importance of the administrative activities carried out in Switzerland. The share of profit achieved abroad must be at least 80% for both revenue and expenditure. In the Grisons, capital levies are 0.05 per thousand of own capital or minimum CHF 300.–.

A political discussion is currently taking place regarding a reform of the corporate tax laws, the so-called Corporate Tax Reform III. This reform will take place at federal government level. It is considered certain that tax privileges for holding, domiciliary and mixed companies will be abolished and new tax relief created for patent income and research and development. The political process has been started. It will create the company tax legislation which will also apply to a great extent in the Grisons. The reformed tax laws are expected to become valid in 2018 at the earliest.
Tax advantages in the Grisons

Quick and business friendly solutions
As a small administration, the cantonal tax administration of the Grisons offers you direct contact to the people responsible and thus guarantees quick and business friendly solutions.

Preliminary tax ruling
Companies can request preliminary rulings on the type and manner of taxation they will be subject to from the cantonal tax administration. This means for example, that a binding advance decision can be reached on whether a company will be recognised as a holding company, a domiciliary company or a mixed company.

Tax relief
The government of the Grisons can grant new or existing companies tax relief if a significant change to the company activities is made. This can be as much as full exemption from cantonal taxes for a period of up to 10 years.

Federal government can provide industrial companies and production-related service providers, located in areas of economic regeneration in the Canton Grisons, with the same tax relief as the canton if the project shows a high degree of innovation, high added-value and an inter-regional sales market.

Depreciation practice
The Grisons has a generous depreciation practice. Immediate depreciation of up to 100 %, for example, can be claimed in the year of acquisition or founding and in the following year.

Relief of the double economic burden for investors
Private persons domiciled within the canton and with participations of at least 10 % of capital of an (unlimitedly taxable) Swiss limited company, GmbH or cooperative society, profit from partial taxation of earnings from these participations. If these participations are held as private assets, only 60 % of earnings from them are subject to tax; if they are held as company assets, only 50 % of earnings are subject to tax.

Taxation according to expenditure and living costs (Lump-sum taxation)
Foreigners who live in Switzerland and are subject to taxes without limitations can, under certain conditions, apply for lump-sum taxation in the Grisons. In contrast to other cantons, this kind of taxation is still possible in the Grisons as it is of great significance and contributes to the attraction of the canton as a business location.

Inheritance tax
The Canton Grisons does not impose inheritance tax on an estate for spouses or direct offspring.

Note
Tax comparison of international locations
www.s-ge.com/taxtool
Source: S-GE in cooperation with BAK Basel

Tax comparison
Company taxes as a percentage of net income before tax (limited companies)

<table>
<thead>
<tr>
<th>Location</th>
<th>Tax Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grisons</td>
<td>16.12 %</td>
</tr>
<tr>
<td>Switzerland</td>
<td>21.5 %</td>
</tr>
<tr>
<td>Germany</td>
<td>30.2 %</td>
</tr>
<tr>
<td>Italy</td>
<td>27.5 %</td>
</tr>
<tr>
<td>USA</td>
<td>35.0 %</td>
</tr>
</tbody>
</table>

Source: IMD Yearbook, 2014
Testimonials from the Grisons

Different successful international companies and research institutes have chosen the Grisons as their location, from which they export throughout the world. They are all characterised by the fact that they are all highly specialised in their own fields and, along with the good framework conditions, they value the high quality of life and central location of the Grisons on the A13 motorway.

The companies particularly emphasise that their workers are very loyal, committed and motivated resulting in high work productivity and satisfaction. The following are some comments from the world of business and research in the Grisons.

**“Innovation is the key to the worldwide success of the EMS Group – and this innovation is provided by our employees.”**
Magdalena Martišili-Köcher, Vice-Chairman of the Board of Directors and CEO of the EMS Group, Member of Swiss Parliament, Domat/Ems

The EMS Group, headquartered in Domat/Ems, is doing business in areas of High Performance Polymers and Specialty Chemicals. EMS has 24 production sites in 15 countries and has more than 2000 employees, 1000 of these and 140 apprentices work at the Domat/Ems production site.

**“We have no reason to organise our annual WEF meeting elsewhere while our participants feel comfortable here and the infrastructure in Davos is right for us.”**
Alois Zwinggi, Managing Director, World Economic Forum (WEF), Davos

**“It is very important to us that we find excellent and highly motivated employees here.”**
Dr. phil. Nicole Leibinger-Krasnoff, Chairwoman of the Managing Board, Trumpf Group, Grischi

The Trumpf Group is an international high-tech company focusing on production and medical technology. It offers its customers both innovative, very high-quality products and solutions – whether in sheet metal processing, laser-based production processes, electronic applications or hospital equipment. Around 550 employees work in Grischi.

**“The high quality of life convinced me and my family to move to the Grisons.”**
Dr. Marcel V. Baumberger, CEO TEM AG, Chur

TEM develops and manufactures high-quality monitoring and control systems for heating, air-conditioning and ventilation systems. Along with single components, TEM also offers products which can be expanded to form system solutions. TEM AG is a privately owned company headquartered in Chur where it has around 120 employees.

**“The Grisons is an ideal location for innovation-oriented technical companies.”**
Andreas Wieland, CEO and member of senior management, Hamilton Bonaduz AG, Bonaduz

Hamilton, a US company, is a global leader in laboratory automation, sensory systems and medical technology. The company has carried out product development and manufacturing operations in Bonaduz since 1966. Around one third of the 850 employees at the Bonaduz site are university graduates. In 2009, Hamilton Bonaduz opened a new 16,000 m² production facility creating 150 new jobs. Main focus for Hamilton is fundamental research. The results can be clearly seen; numerous patent applications and organic growth speak for themselves.

**“It is very important to us that we find excellent and highly motivated employees here.”**
Magdalena Martišili-Köcher, Vice-Chairman of the Board of Directors and CEO of the EMS Group, Member of Swiss Parliament, Domat/Ems

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The flageship event of the World Economic Forum is the annual meeting held each January in Davos with more than 3000 participants. Internationally leading economic experts, politicians, intellectuals and media representatives meet in the modern congress center to discuss the most current questions in the world. The forum organises various other meetings throughout the world during the year and publishes research reports. It now also has regional offices in Peking and New York.

**“Davos has been established for decades as a location for globally recognised first-class research in different fields of health and environmental risks.”**
Prof. Dr. med. Cezmi A. Akdis, Director of the Swiss Institute of Allergy and Asthma Research (SIAF), Davos

The Swiss Institute of Allergy and Asthma Research is involved above all with research into the immunological principles of allergic illnesses, in particular asthma and atypical skin diseases. The employees of SIAF originate all over the world. Numerous seminars and workshops with renowned speakers are also organised by the researchers at the SIAF, uniting them with the clinics and practicing doctors of Davos.

**“The excellent know-how at the Trimmis location motivated us to create a global competence center here. The quality label Swiss Made conveys the centrally important topics such as quality and innovation.”**
Dieter Greulichmann, Vice-President of the Board of Directors, Bizerba Busch AG, Trimmis

Bizerba has had a significant effect on technological development of weighing technology since 1866 and is present today in 120 countries. Headquarters of the family company, led by the fifth generation, with 3300 employees worldwide is in Balingen in the Baden-Württemberg region of Germany. Further production sites are located in Germany, Austria, Switzerland, Italy, Spain, China and the USA.

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Dieter Greulichmann, Vice-President of the Board of Directors, Bizerba Busch AG, Trimmis
The Grisons in a nutshell

Why are German companies interested in the Grisons as business location?
The Grisons provides all those advantages which characterise Switzerland in general: High work productivity, excellent experts and education institutes, legal security and advantageous taxation policies to name just a few. In addition, for German companies, Switzerland represents an attractive market expansion with an extremely strong consumer spending population.

In your opinion, which advantages are particularly in favour of the Grisons?
The Grisons is particularly well-known to many Germans as a beautiful holiday and relaxation location. When we make them aware that it is also a very attractive business location, they are naturally very interested as they already have a positive connection to the canton. Work where others spend their holidays.

Can you give us some examples of German companies located in the Grisons?
Yes, of course. These include Wittenstein AG, Trumpf GmbH & Co. KG, Bizerba, Hoppe AG, Würth Int. AG and others.

www.eda.admin.ch/stuttgart

When thinking of the business center of Switzerland, first thoughts are not of the Grisons. To what extent does the canton belong to Zurich or the Greater Zurich Area (GZA)?
The Grisons is a particularly important canton for the attraction of the GZA economic region. A company which is considering relocating to a certain economic area is dependent on well qualified employees. These greatly value a high-quality living environment which includes good transport connections, attractive residential areas and leisure-time activities. All factors which the Grisons provides.

This means the Grisons has a good hand of cards in combination with the business motor Zurich?
By all means. Not just because of lower wage costs or real estate prices. Above all, there is still room for relocation of new companies. This has become a rarity in the immediate vicinity of the major agglomeration in Zurich, especially for manufacturing companies. The Grisons provides an excellent quality of life and inexpensive, attractive residential property combined with good public transport connections.

www.greaterzuricharea.ch

Our locational advantages at a glance

- Many global players from the field of high-technology
- More than 1.2 million inhabitants living within 1 hrs drive of Chur
- Quality of life and plenty of sunshine
- A varied offer of cultural and leisure-time activities
- Central location directly on the north-south axis Stuttgart/Munich–Milan (2–3 hrs by car)
- Near to the international airports at Zurich, Altenrhein, Friedrichshafen, Lugano Agno, Milan (80 mins. by car)
- In the vicinity of Italy, Germany, Austria and the Principality of Liechtenstein
- Highly qualified, well trained and loyal employees
- High work productivity
- An excellent education system
- Renowned universities and technical colleges nearby
- 60,000 students studying at the universities of applied science and technical colleges in the expert fields of focus trade sectors
- Internationally networked research institutes
- Up to 25 % lower wage costs and real estate prices than in the Swiss agglomerations
- Moderate taxation (max. 16.12 % of net income before tax for companies)
- Low taxes in international comparison for private persons
- Business friendly administration and government
We are here to help

Dear Entrepreneurs

As Economic Development and Tourism Agency of the Canton Grisons we are the central point of contact for existing and new companies in the canton. Depending on the task at hand, we can provide information, coordination or advisory services.

We will be pleased to help you in the sense of a one-stop-shop for the following tasks:

Initial advice on
- Founding a company (types of company, labour market, purchasing real estate or property, etc.)
- Questions regarding labour legislation
- Questions about work and residential permits

Support with
- Location evaluation
- Questions on taxation
- Referring financing support
- Referring specialised banks
- Insurance and consulting companies
- Providing contacts in industry and the authorities
- References in the field of know-how and technology transfer

And furthermore
- Help and advice for established companies
- Evaluation of funding requests from SMEs for innovative projects with cantonal and federal subsidies

We look forward to hearing from you.

Economic Development and Tourism Agency
Your contact for the business location Grisons

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