ECONOMIC INCENTIVES U.S. MARKET REPORT



SITE SELECTION GROUP

INTRODUCTION

Capital investments in the manufacturing and industrial sector totaled more than \$302 billion in 2022 — nearly equal to 2019, 2020 and 2021 combined. The manufacturing and industrial space experienced exponential growth in 2022 with capital investments soaring more than 70% over 2021 investments, which themselves were impressive amid concerns that the COVID-19 pandemic would negatively impact the sector.

The manufacturing and industrial sector witnessed another year of the megaproject — with seven megaprojects each garnering economic incentive awards exceeding \$1 billion. In contrast, due to the remote workforce trend, economic incentives for call center operations totaled a mere \$1.5 million.

Overall, approximately \$27.5 billion of state and local economic incentives were awarded in 2022 across all industries and project types, up from the \$8.9 billion reported in 2021. The more than \$302 billion that companies committed is expected to create over 400,000 new jobs, resulting in an average return on investment of 9.1% and \$68,700 per job.

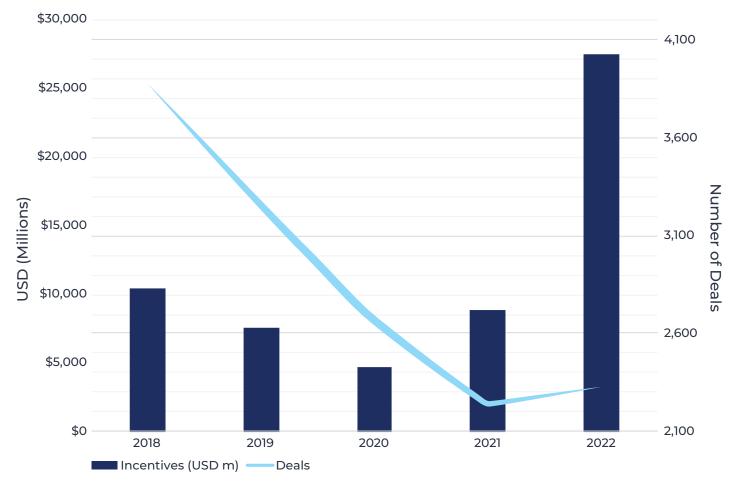
To help develop an economic incentive strategy, Site Selection Group summarizes economic incentive trends, as well as market conditions, by state in this report. The information contained in this report is typically reflective of publicly available state-level awards and excludes federal incentives such as \$2.8 billion in Department of Energy grants to support the establishment and expansion of commercial-grade domestic factories for battery-grade lithium, graphite and nickel.





ECONOMIC INCENTIVE MARKET TRENDS

Inclusion of 2022 economic incentive statistics in a comparison of the prior five years reflects a remarkable growth in the total value of economic incentives awarded, with only a slight increase in the number of announced projects from the prior year. The number of reported economic incentive awards increased from 2,236 in 2021 to 2,326 and is still far below the number of awards reported in 2018, but slightly rising. The more than \$27.5 billion of state and local economic incentives were awarded in 2022, far exceeded the \$8.9 billion reported in 2021, and nearly equaled the sum of awards reported from 2018 through 2021. The underlying basis of the significant growth of economic incentives is due to a rise in megaprojects tied to electric vehicle and/or electric vehicle battery manufacturing, semiconductor manufacturing, and steel manufacturing. Five megaprojects alone in these industries accounted for nearly half of the total economic incentives awarded, or over \$13.3 billion.



TOTAL ECONOMIC INCENTIVES AWARDED (2018-2022)

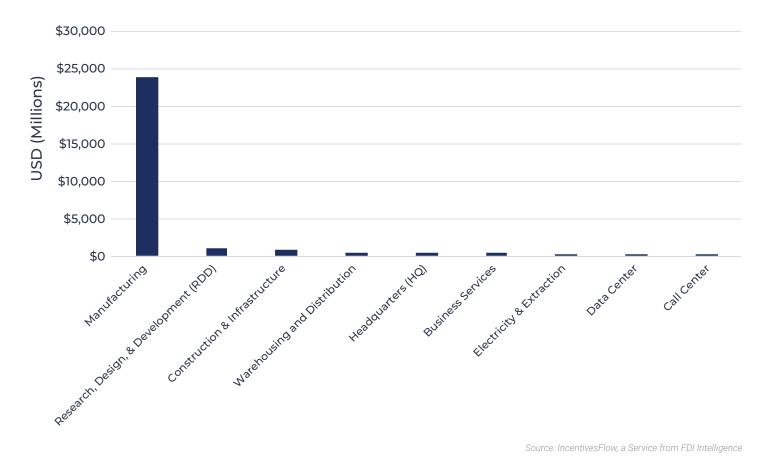
Source: IncentivesFlow, a Service from FDI Intelligence





ECONOMIC INCENTIVES BY PROJECT TYPE

The magnitude of economic incentives varies greatly by project type. Capital intensive projects such as manufacturing and infrastructure projects typically receive the greatest amount of economic incentives as they are heavily incentivized by property tax abatements and infrastructure grants. Conversely, employee intensive operations such as headquarters and business services are primarily incentivized by tax credits, training subsidies and cash grants which are typically valued less overall due to lower capital investment. The manufacturing sector continues to lead all industries in 2022 by garnering approximately \$24 billion in economic incentive awards in exchange for an estimated \$267 billion in capital investment and the commitment to create almost 200,000 jobs. The manufacturing industry in isolation offered incentives valued at approximately \$120,000 per new employee and a 9% return on investment. Research, design & development projects remained the second largest project type with approximately \$1 billion in economic incentives, of which 75% were related to film credits.



TOTAL ECONOMIC INCENTIVES AWARDED BY INDUSTRY (2022)





TOP NOTABLE ECONOMIC INCENTIVE PROGRAMS

The following table highlights some of the more utilized state economic incentive programs by value and/or frequency in 2022.

NO.	PROGRAM NAME	ECONOMIC INCENTIVES (\$M)	TOTAL NO. OF DEALS
1	New York Excelsior Jobs Program	\$6,073.89	94
2	Ohio JobsOhio Economic Development Grant	\$3,025.13	87
3	North Carolina Job Development Investment Grants	\$1,501.18	27
4	California Competes Tax Credit	\$401.60	40
5	Michigan Business Development Program	\$253.14	41
6	Kentucky Business Investment program	\$207.62	100
7	Indiana Economic Development for a Growing Economy	\$100.36	88
8	Missouri Works Program	\$61.37	58
9	Illinois Economic Development for a Growing Economy	\$39.74	22
10	Pennsylvania Industrial Development Authority	\$39.13	32
11	Utah Economic Development Tax Increment Financing	\$31.31	6
12	Tennessee FastTrack Programs	\$23.17	34

Source: IncentivesFlow, a Service from FDI Intelligence

These are the same programs which were heavily leveraged in 2021; however, states like New York and Ohio offered significantly greater awards this year for marquee projects such as Micron in New York and Honda Motor and Ford Motor Company in Ohio.



STATES REPORTING THE LARGEST CUMULATIVE ECONOMIC INCENTIVE AWARDS

The following table identifies the top 20 states with the greatest amount of reported economic incentive awards in 2022. These awards in total account for over 95% of all announced awards.

NO.	STATE	TOTAL ECONOMIC INCENTIVE VALUE (\$M)	DEALS	CAPEX (\$M)	AVG CAPEX PER DEAL (\$M)	TOTAL JOBS	AWARD PER JOB
1	New York	\$6,515.81	238	\$104,169.40	\$437.69	73,663	\$88,454.31
2	Georgia	\$4,059.40	38	\$17,001.75	\$447.41	27,719	\$146,448.28
3	Ohio	\$3,441.00	296	\$32,362.03	\$109.33	55,824	\$61,640.15
4	Indiana	\$2,217.10	159	\$15,096.05	\$94.94	21,116	\$104,996.21
5	West Virginia	\$1,741.00	3	\$3,500.00	\$1,166.67	1,850	\$941,081.08
6	Michigan	\$1,641.78	93	\$13,184.43	\$141.77	21,512	\$76,319.26
7	North Carolina	\$1,610.69	142	\$16,460.19	\$115.92	81,692	\$19,716.62
8	Texas	\$958.12	76	\$19,206.12	\$252.71	25,224	\$37,984.46
9	Kansas	\$896.10	33	\$4,224.55	\$128.02	7,028	\$127,504.27
10	California	\$854.33	124	\$8,750.73	\$70.57	40,744	\$20,968.24
11	Kentucky	\$397.82	200	\$10,884.07	\$54.42	21,861	\$18,197.70
12	South Carolina	\$372.39	51	\$4,270.65	\$83.74	7,249	\$51,371.22
13	Alabama	\$286.25	31	\$4,245.02	\$136.94	3,262	\$87,752.91
14	Utah	\$281.39	44	\$1,483.47	\$33.72	12,186	\$23,091.25
15	Mississippi	\$264.49	16	\$3,089.35	\$193.08	1,891	\$139,867.79
16	Nevada	\$181.11	26	\$2,119.93	\$81.54	3,923	\$46,166.20
17	Wisconsin	\$154.03	27	\$1,465.78	\$54.29	4,919	\$31,313.28
18	Washington	\$144.70	5	\$1,357.90	\$271.58	820	\$176,463.41
19	Missouri	\$130.16	63	\$1,517.17	\$24.08	6,844	\$19,018.12
20	Tennessee	\$126.81	56	\$9,027.76	\$161.21	10,658	\$11,898.10

Source: IncentivesFlow, a Service from FDI Intelligence



TOP 20 PROJECTS

The following table identifies the 20 largest reported economic incentive deals announced during 2022, which are all in the manufacturing industry:

NO. COMPANY TYPE LOCATION AWARBED (SM) CAPEX (SM) TOTAL JOBS 1 Micron Technology New New York \$5,800.00 \$100,000 9,000 2 Intel New Ohio \$2,575.00 \$20,000 3,000 3 Hyundai Motor Co. New Georgia \$1,800.00 \$5,500 800 4 Nucor New West Virginia \$1,655.00 \$2,700 800 5 Rivian New Georgia \$1,469.50 \$2,620 1,400 6 Starplus Energy New Indiana \$1,341.50 \$2,620 1,400 7 Vingroup New Morth Carolina \$1,240.70 \$4,000 4,000 8 Panasonic Corporation New Kansas \$829.00 \$4,000 4,000 9 Gotion High-Tech New Georgia \$617.00 \$2,600 2,500 10 FREYR Battery New Georgia \$617.00 \$2,					ECONOMIC INCENTIVES		
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4NucorNewWest Virginia\$1,665.00\$2,7008005RivianNewGeorgia\$1,469.50\$5,0007,5006Starplus EnergyNewIndiana\$1,341.50\$2,6201,4007VingroupNewNorth Carolina\$1,240.70\$4,0007,5008Panasonic CorporationNewKansas\$829.00\$4,0004,0009Gotion High-TechNewMichigan\$715.00\$2,3602,35010FREYR BatteryNewGeorgia\$617.00\$2,60072011HIF GlobalNewTexas\$435.00\$6,00012512Honda MotorNewIndiana\$260.00\$2,5001,60014Steel DynamicsNewMichigan\$236.60\$1,6002,11215Our Next EnergyNewMichigan\$236.60\$1,6002,11216Ford Motor CompanyExpansionOhio\$205.00\$1,5001,20017LG corporationExpansionMichigan\$189.10\$1,7001,20018StellantisNewIndiana\$186.50\$2,5001,400	2	Intel	New	Ohio	\$2,575.00	\$20,000	3,000
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17 LG Corporation Expansion Michigan \$189.10 \$1,700 1,200 18 Stellantis New Indiana \$186.50 \$2,500 1,400	15	Our Next Energy	New	Michigan	\$236.60	\$1,600	2,112
18 Stellantis New Indiana \$186.50 \$2,500 1,400	16	Ford Motor Company	Expansion	Ohio	\$205.00	\$1,500	1,800
	17	LG Corporation	Expansion	Michigan	\$189.10	\$1,700	1,200
19Northwest Dairy Assoc.NewWashington\$142.00\$600200	18	Stellantis	New	Indiana	\$186.50	\$2,500	1,400
	19	Northwest Dairy Assoc.	New	Washington	\$142.00	\$600	200
20 Aditya Birla Mgmt. Corp. New Alabama \$140.30 \$2,500 1,000	20	Aditya Birla Mgmt. Corp.	New	Alabama	\$140.30	\$2,500	1,000

Source: IncentivesFlow, a Service from FDI Intelligence



TOP NOTABLE PROJECTS

While the manufacturing sector was off the charts in terms of growth, the following table identifies notable projects during 2022 in other industries, including warehousing & distribution, headquarters, research, design & development, business services and electricity & extraction:

				ECONOMIC INCENTIVES		
NO.	COMPANY	ТҮРЕ	LOCATION	AWARDED (\$M)	CAPEX (\$M)	TOTAL JOBS
1	Amazon	New	New York	\$124.00	\$550	1,000
2	TomCo Energy	New	Utah	\$76.33	\$150	214
3	SkyWater Technology	New	Indiana	\$71.50	\$1,800	750
4	Electric Power Systems	Expansion	Utah	\$69.88	-	3,130
5	Blackhall Studios	Expansion	Georgia	\$68.00	\$380	2,400
6	Heavy Sweet Oil	New	Utah	\$45.93	\$330	213
7	Doral	New	Indiana	\$41.53	\$1,500	50
8	Amazon	New	Kentucky	\$40.00	\$2,064	600
9	Wells Fargo	New	Texas	\$36.00	\$455	650
10	Relativity Space	Expansion	California	\$30.71	\$100	1,044
11	Discord	Expansion	California	\$27.90	\$85	1,434
12	Climate by Design Int'l	New	Minnesota	\$27.30	\$40	-
13	Macys	New	North Carolina	\$27.00	\$584	2,500
14	Producer Owned Beef	New	Texas	\$26.87	\$650	1,600
15	Netflix	Expansion	California	\$26.00	\$177	1,851
16	Microsoft	Expansion	California	\$25.65	\$400	1,789
17	Amazon	New	New York	\$25.43	\$112	5,676
18	Lionsgate	New	New York	\$25.36	\$116	6,131
19	Huckleberry Industries	New	California	\$20.91	\$138	570
20	Netflix	New	California	\$20.54	\$99	348

Source: IncentivesFlow, a Service from FDI Intelligence

Amazon and Netflix garnered several film credits in New York and California totaling \$40 million and \$66 million, respectively.





COMPARISON OF ECONOMIC INCENTIVE CONDITIONS BY STATE

There are many factors that impact how state and local jurisdictions determine which companies are eligible for economic incentives. Every state has its own business and tax laws, policies, objectives and strategies to attract and retain companies. Some states emphasize the growth of targeted industries, while others focus on job creation or investment in targeted geographies within their state. To help understand the current economic incentive and tax climate of each state, Site Selection Group has summarized key indicators for each state across the U.S.

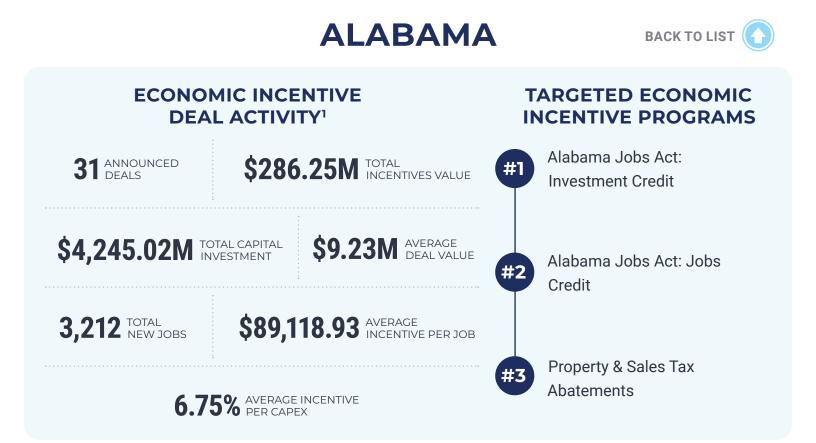
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ALABAMA	ALASKA	ARIZONA	ARKANSAS	CALIFORNIA
COLORADO	CONNECTICUT	DELAWARE	FLORIDA	GEORGIA
HAWAII	IDAHO	ILLINOIS	INDIANA	IOWA
KANSAS	KENTUCKY	LOUISIANA	MAINE	MARYLAND
MASSACHUSETTS	MICHIGAN	MINNESOTA	MISSISSIPPI	MISSOURI
MONTANA	NEBRASKA	NEVADA	NEW HAMPSHIRE	NEW JERSEY
NEW MEXICO	NEW YORK	NORTH CAROLINA	NORTH DAKOTA	оню
OKLAHOMA	OREGON	PENNSYLVANIA	RHODE ISLAND	SOUTH CAROLINA
SOUTH DAKOTA	TENNESSEE	TEXAS	UTAH	VERMONT
VIRGINIA	WASHINGTON	WEST VIRGINIA	WISCONSIN	WYOMING









1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023









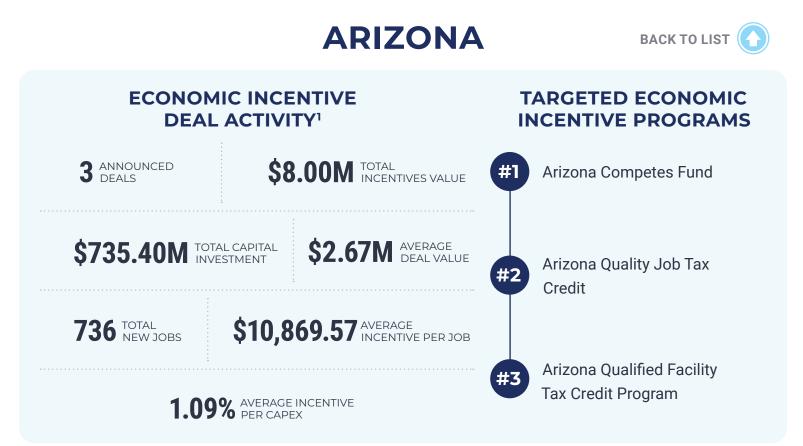
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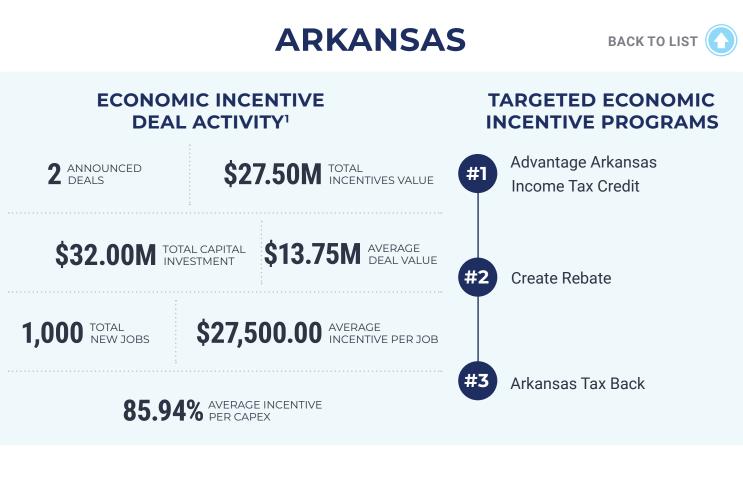
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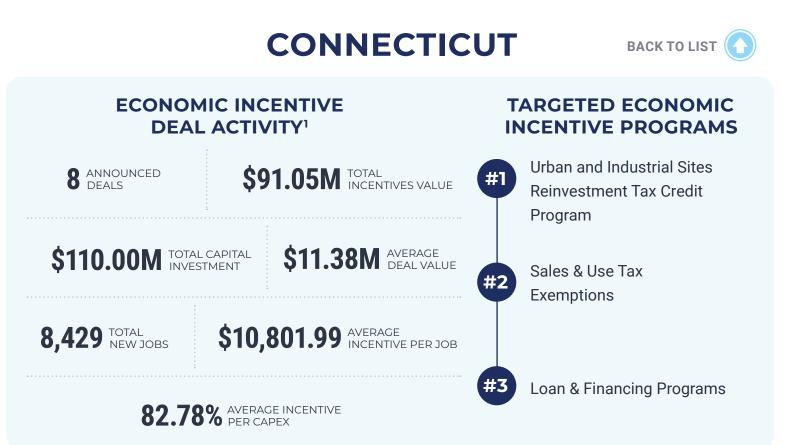
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1 = Best | 50 = Worst ΠΠ INDIVIDUAL CORPORATE OVERALL SALES TAX PROPERTY RANK TAX RANK TAX RANK DANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 7.50% CORP. INC. SALES 10CAL PROPERTY PROPERTY 0 τΔχ TAX RATE TAX RATE TAX4 ΤΔΧ4

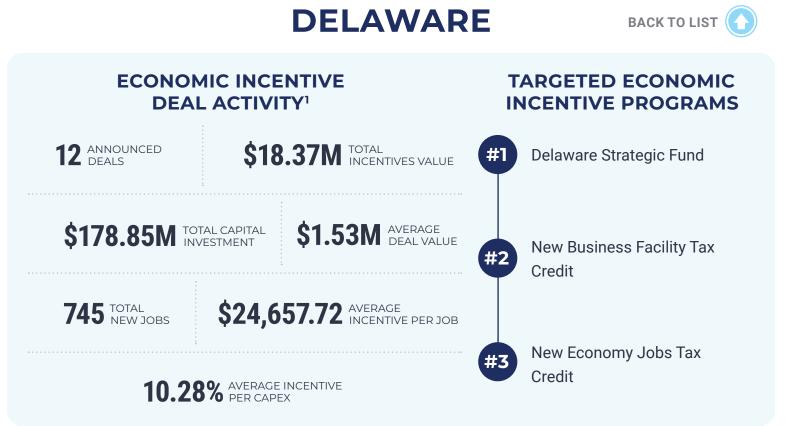
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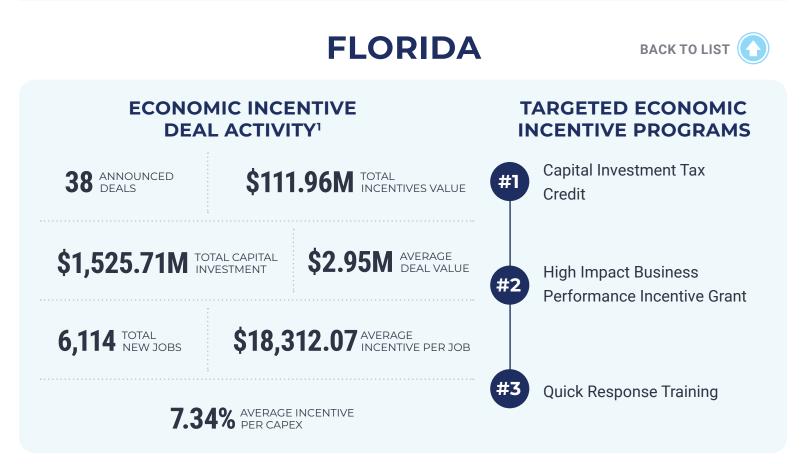
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Tax Foundation: 2023 State Business Tax Climate Index. 2.

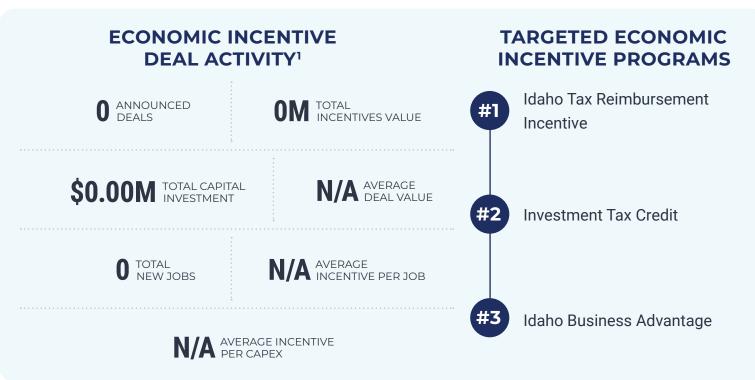
Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023 3







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STATE BUSINESS TAX CLIMATE INDEX²

1 = Best | 50 = Worst Ш 26 CORPORATE TAX RANK 15 OVERALL RANK SALES TAX PROPERTY TAX RANK RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL **INDUSTRIAL** 5.80% CORP. INC. 6.00 % SALES PROPERTY LOCAL PROPERTY 0 τΔχ TAX RATE TAX RATE TAX⁴ TAX4

1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023







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STATE BUSINESS TAX CLIMATE INDEX²

1 = Best | 50 = Worst ΠΠ SALES TAX RANK CORPORATE TAX RANK 36 OVERALL RANK PROPERTY TAX RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 9.50% PROPERTY CORP. INC. SALES LOCAL PROPERTY /0 TAX RATE TAX RATE TAX⁴ ΤΔΧ4

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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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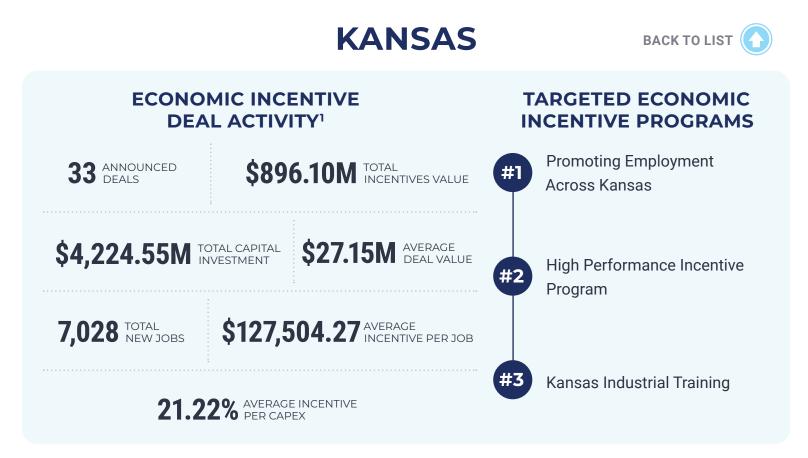
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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023







1 = Best | 50 = Worst Ш 2 INDIVIDUAL TAX RANK 25 OVERALL RANK CORPORATE SALES TAX PROPERTY TAX RANK RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAI INDUSTRIAL 7.00% CORP. INC. % SALES PROPERTY **b%** LOCAL PROPERTY 'n TAX RATE TAX RATE TAX4 ΤΔΧ4

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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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STATE BUSINESS TAX CLIMATE INDEX²

1 = Best | 50 = Worst Ш 3 INDIVIDUAL 5 CORPORATE TAX RANK 35 OVERALL RANK SALES TAX PROPERTY TAX RANK RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL **INDUSTRIAL** SALES PROPERTY CORP. INC. **1** LOCAL PROPERTY /0 /0 ΤΔΧ TAX RATE TAX RATE TAX⁴ TAX4

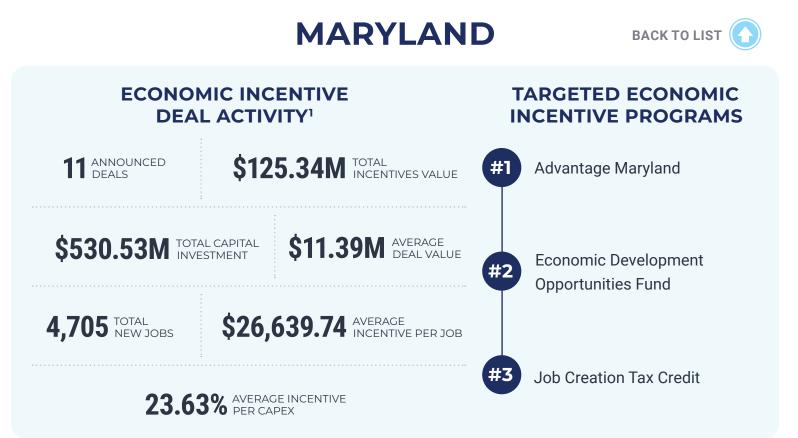
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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023







1 = Best | 50 = Worst ΠΠ CORPORATE 2 INDIVIDUAL TAX RANK 2 OVERALL RANK SALES TAX PROPERTY TAX RANK DANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 6.00% CORP. INC. % SALES 10 LOCAL PROPERTY PROPERTY 0 TAX RATE TAX RATE TAX⁴ ΤΔΧ4

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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

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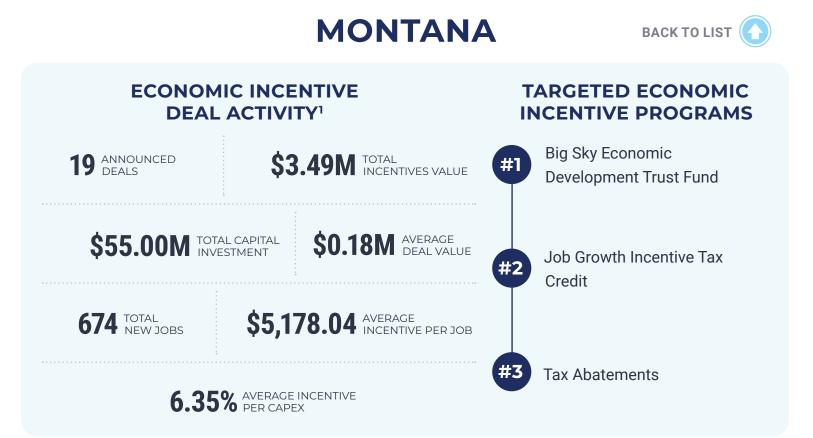
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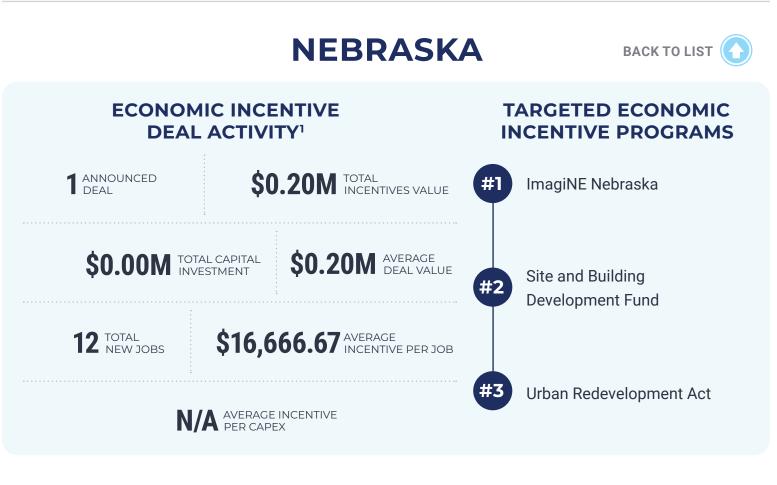
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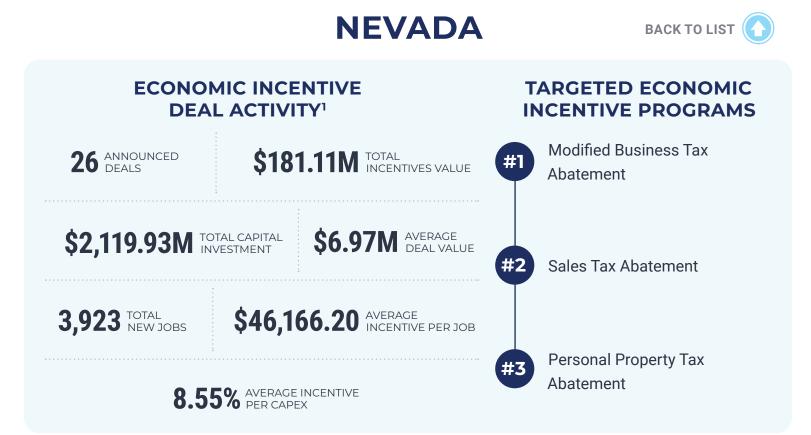
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NEW HAMPSHIRE

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STATE BUSINESS TAX CLIMATE INDEX²

1 = Best | 50 = Worst ΠΠ OVERALL CORPORATE INDIVIDUAL SALES TAX PROPERTY RANK TAX RANK TAX RANK RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 7.50% CORP. INC. 7 PROPERTY SALES PROPERTY 10CAL ΤΔΧ TAX RATE TAX RATE TAX⁴ ΤΔΧ4

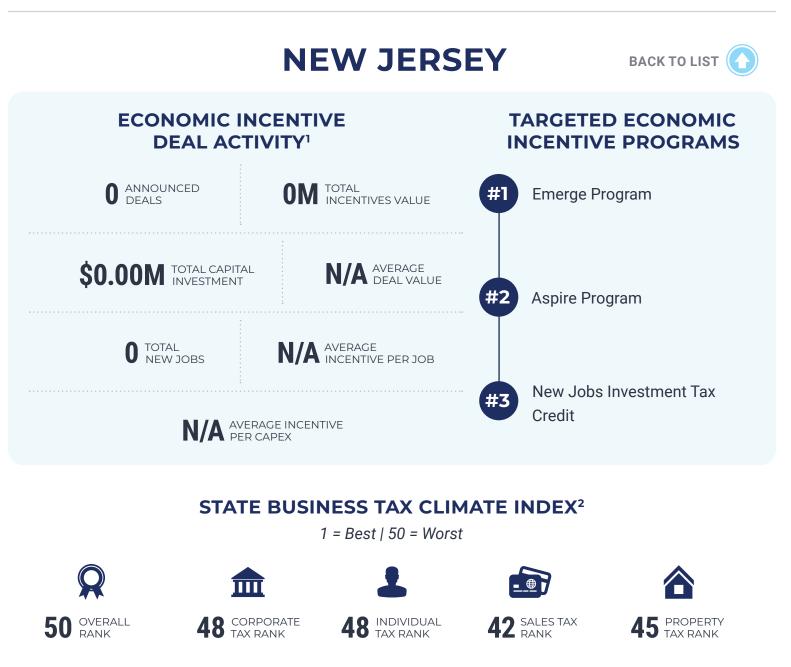
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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023







TAX RATES³



1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





NORTH CAROLINA





STATE BUSINESS TAX CLIMATE INDEX²



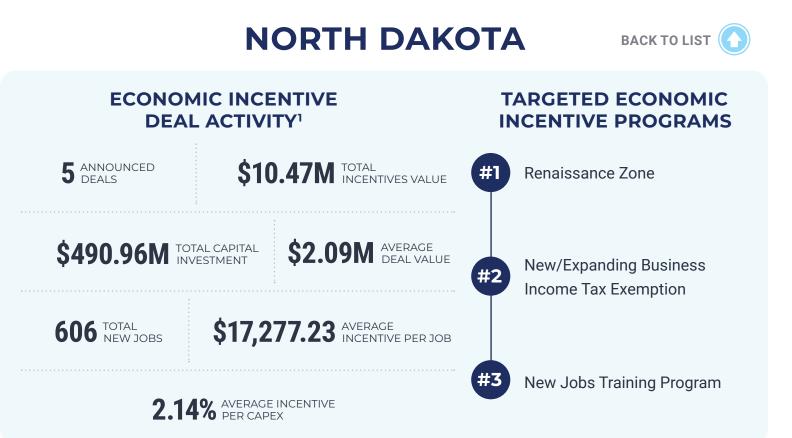
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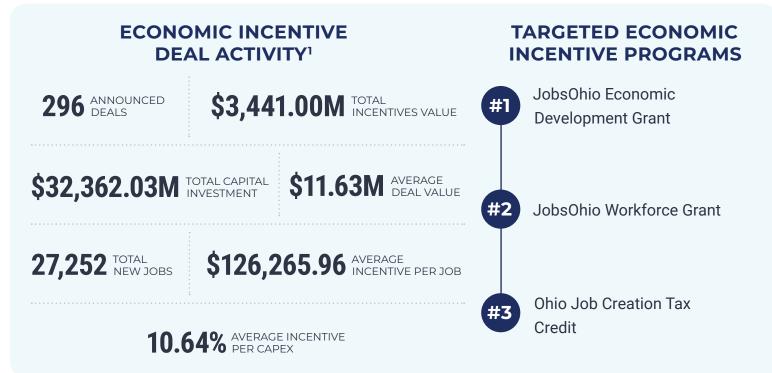




OHIO

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STATE BUSINESS TAX CLIMATE INDEX²



1. IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

2. Tax Foundation: 2023 State Business Tax Climate Index.

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IncentivesFlow, a Service from FDI Intelligence. Metrics may be inflated due to inclusion of all awards regardless of size, such as megaprojects and sample size.

AVERAGE

TAX RATE

SALES

Tax Foundation: 2023 State Business Tax Climate Index.

MARGINAL

4.00% CORP. INC.

τΔχ

Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023 3

4. Lincoln Institute of Land Policy: 50-State Property Tax Comparison Study for Taxes Paid in 2021 Commercial. Property Tax Rates are based on the effective tax rate for \$1 million valued property (plus \$200k in Fixtures) for the largest city of each state. Industrial Property Tax Rates are based on the effective tax rate for \$1 million valued property (plus \$1 million in personal property) for the largest city of each state.

TAX RATES³

AVERAGE

TAX RATE

LOCAL

COMMERCIAL

7 PROPERTY

TAX⁴



INDUSTRIAL

PROPERTY

ΤΔΧ4



1 = Best | 50 = Worst ΠΠ OVERALL RANK CORPORATE INDIVIDUAL SALES TAX PROPERTY TAX RANK TAX RANK TAX RANK RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL **INDUSTRIAL** 7.60% CORP. INC. PROPERTY SALES PROPERTY LOCAL TAX RATE TAX RATE TAX⁴ TAX4

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1 = Best | 50 = Worst ΠΠ OVERALL RANK 6 SALES TAX RANK CORPORATE INDIVIDUAL PROPERTY TAX RANK TAX RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL % SALES PROPERTY CORP. INC. LOCAL PROPERTY /0 0 τΔχ TAX RATE TAX RATE TAX⁴ ΤΔΧ4

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RHODE ISLAND

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STATE BUSINESS TAX CLIMATE INDEX²

1 = Best | 50 = Worst ПП 3 INDIVIDUAL OVERALL CORPORATE SALES TAX PROPERTY RANK TAX RANK TAX RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 7.00% CORP. INC. 7 PROPERTY SALES PROPERTY 10 LOCAL τΔχ TAX RATE TAX RATE TAX⁴ ΤΔΧ4

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SOUTH CAROLINA





STATE BUSINESS TAX CLIMATE INDEX²



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2. Tax Foundation: 2023 State Business Tax Climate Index.

3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





SOUTH DAKOTA

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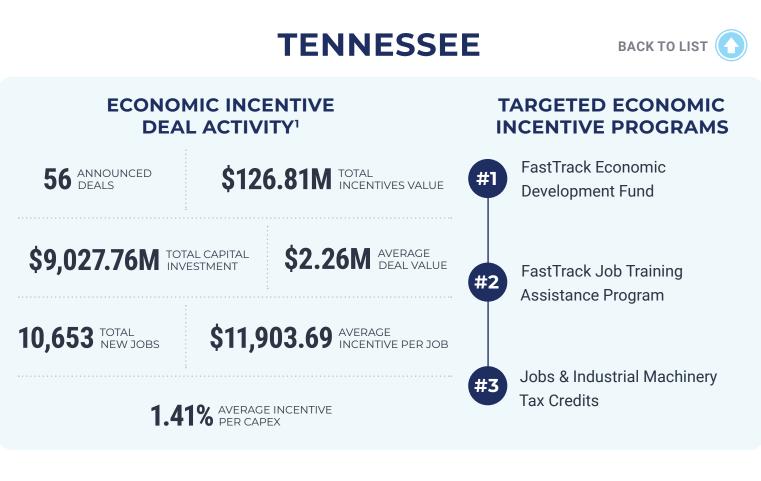
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1 = Best | 50 = Worst ПП OVERALL RANK CORPORATE INDIVIDUAL SALES TAX PROPERTY TAX RANK TAX RANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 0.00% CORP. INC. SALES LOCAL PROPERTY PROPERTY 0 TAX RATE TAX RATE TAX4 ΤΔΧ4

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2. Tax Foundation: 2023 State Business Tax Climate Index.

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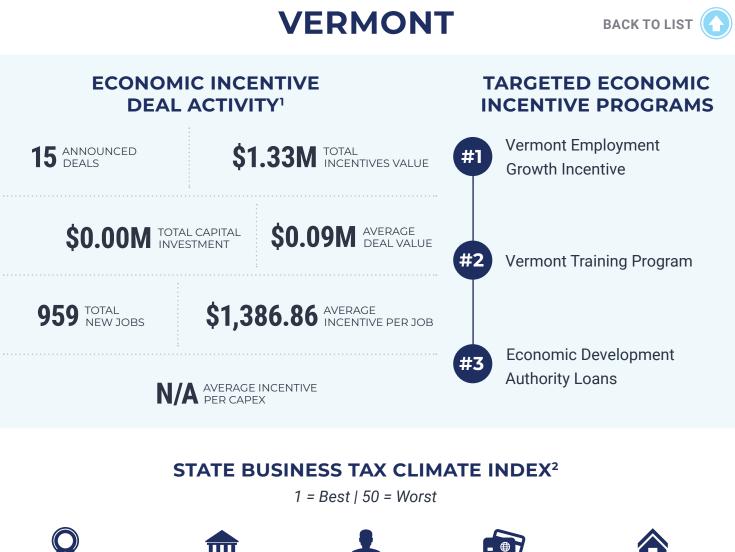
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ΠΠ 39 INDIVIDUAL CORPORATE SALES TAX PROPERTY OVERALL RANK TAX RANK TAX RANK PANK TAX RANK TAX RATES³ MARGINAL AVERAGE AVERAGE COMMERCIAL INDUSTRIAL 8.50% CORP. INC. 6.00 7 PROPERTY **%** SALES PROPERTY 10CAL τΔχ TAX RATE TAX RATE TAX⁴ TAX⁴

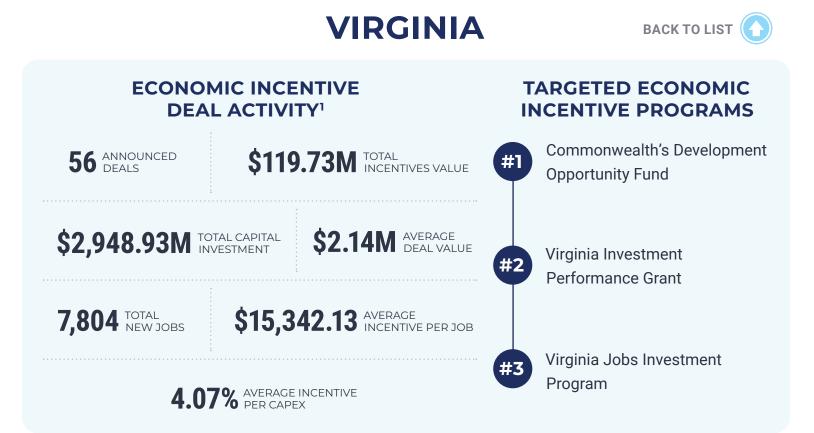
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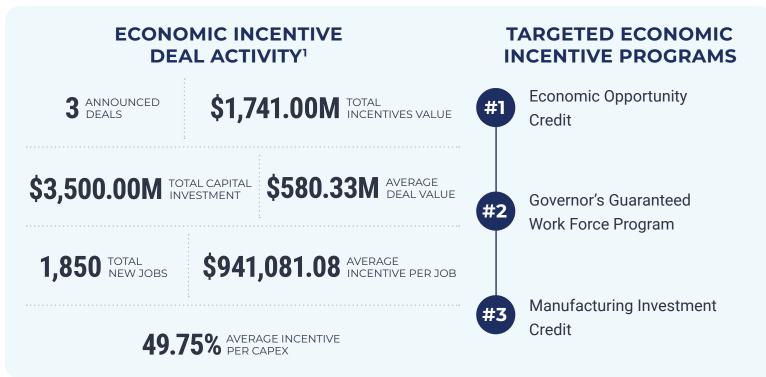
3. Tax Foundation: Marginal Corporate Income Tax Rates are based on the highest rates reported in the State Corporate Income Tax Rates and Brackets for 2023





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STATE BUSINESS TAX CLIMATE INDEX²



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