

| BUSINESS COST COMPARISON - MIDWEST |                     |  |                     |                            |                     |                     |                     |                     |                     |                     |
|------------------------------------|---------------------|--|---------------------|----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Taxes & Factors                    | INDIANA             | ILLINOIS                                 | IOWA                | KENTUCKY                   | MICHIGAN            | MINNESOTA           | MISSOURI            | NEBRASKA            | OHIO                | WISCONSIN           |
| 法人所得税率                             | 4.9%                | 9.5%<br>(7.0% + 2.5%<br>replacement tax) | 5.5% - 7.1%         | 5.0%                       | 6.0%                | 9.8%                | 4.0%                | 5.58%-5.84%         | None                | 7.9%                |
| 法人所得の州配賦率                          | Single Sales Factor | Single Sales Factor                      | Single Sales Factor | Single Sales Factor        | Single Sales Factor | Single Sales Factor | Single Sales Factor | Single Sales Factor | No State Income Tax | Single Sales Factor |
| 総収入税                               | None                | None                                     | None                | None                       | None                | None                | None                | None                | 0.26%               | None                |
| 個人所得税率                             | 3.05%               | 4.95% *                                  | 4.4% - 5.7%         | 4.0%                       | 4.25%               | 5.35% - 9.85%       | 2.0% - 4.8%         | 2.46% - 5.84%       | 2.765-3.5%          | 3.54%-7.65%         |
| 地域平均個人所得税率(a)                      | 1.76%               | None                                     | 0.4265%             | 2.075%                     | 1.7%                | None                | 0.5%                | None                | 2.5%                | None                |
| 売上税率                               | 7.0%                | 6.25%                                    | 6.0%                | 6.0%                       | 6.0%                | 6.875%              | 4.225%              | 5.5%                | 5.75%               | 5.0%                |
| 地域平均売上税率(b)                        | None                | 2.605%                                   | 0.941%              | None                       | None                | 1.163%              | 4.16%               | 1.468%              | 1.488%              | 0.696%              |
| 2024年 固定資産税の指数の順位                  | 3                   | 45                                       | 41                  | 23                         | 26                  | 32                  | 9                   | 40                  | 5                   | 16                  |
| 在庫税                                | No                  | No                                       | No                  | Yes (Offset by tax credit) | Partial             | No                  | No                  | No                  | No                  | No                  |
| 失業保険税 - 新規雇用者(c)                   | \$238               | \$524                                    | \$361               | \$300                      | \$257               | \$400 to \$660      | \$264               | \$113               | \$243               | \$455               |
| 労災補償保険料率の順位                        | 4                   | 33                                       | 38                  | 6                          | 14                  | 40                  | 39                  | 23                  | 5                   | 44                  |
| 労災補償保険料率の指数(給与100ドル当たり)            | \$0.77              | \$1.39                                   | \$1.52              | \$0.86                     | \$1.00              | \$1.55              | \$1.54              | \$1.25              | \$0.83              | \$1.67              |
| 時間当たり平均賃金(d)                       | \$26.65             | \$34.18                                  | \$26.04             | \$25.46                    | \$29.69             | \$32.54             | \$27.56             | \$25.95             | \$27.85             | \$27.24             |
| 生計費指数                              | 95.5                | 99.8                                     | 97.7                | 92.4                       | 91.2                | 102.4               | 90.6                | 100.9               | 92.4                | 100.2               |
| 労働権                                | Yes                 | No                                       | Yes                 | Yes                        | No - Repealed 2023  | No                  | No                  | Yes                 | No                  | Yes                 |

Reviewed 02/26/2024

(a) The effective local income tax rate is calculated by taking the mean of the income tax rate in the most populous city and the capital city.

(b) City, county and municipal rates vary. These rates are weighted by population to compute an average local tax rate.

(c) Highest new employer (non-construction/mining) rate multiplied by highest new employer wage base

(d) QCEW 2021 - Statewide, Total-all industries, Private, All establishment sizes, Average Annual Pay/2080

Source: Tax Foundation (1/2024). Federation of Tax Administrators (State Apportionment of Corporate Income, 1/2023). Oregon Dept. of Consumer & Business Services (Oregon Workers' Compensation Premium Rate Ranking, 10/2022). Various state unemployment insurance agencies. ADP 2023 FastFacts. Bureau of Labor Statistics - Quarterly Census of Employment & Wages (9/2022). C2ER 2023 State Index. National Right To Work Legal Defense Foundation. Area Development (9/2023). Chief Executive (5/2023). CNBC (7/2023). Forbes (1/2024). Site Selection Magazine (5/2023). Small Business & Entrepreneurship Council (5/2019). S&P Global Rating (1/2024). US News (5/2023).

\* Illinois businesses such as S - Corps and partnerships that pay taxes through individual returns rather than corporate are subject to an additional 1.5% personal property replacement tax.

| BUSINESS COST COMPARISON - MIDWEST            |         |                      |                      |                      |                      |                      |                      |                      |      |                      |
|---|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------|----------------------|
| State Rankings                                | INDIANA | ILLINOIS             | IOWA                 | KENTUCKY             | MICHIGAN             | MINNESOTA            | MISSOURI             | NEBRASKA             | OHIO | WISCONSIN            |
| Forbes (2024年度企業に最適な州)                        | 2       | 28                   | 31                   | 24                   | 40                   | 43                   | 21                   | 29                   | 6    | 17                   |
| Area Development<br>(2023年度物流インフラランク)         | 3       | 10                   | Not Ranked in Top 10 | 8                    | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | 4    | Not Ranked in Top 10 |
| Site Selection<br>(2023年度都市繁栄ランク)             | 4       | Not Ranked in Top 10 | Not Ranked in Top 10 | 5                    | 10                   | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | 3    | Not Ranked in Top 10 |
| CNBC (2023年度ビジネスコストランク)                       | 5       | 32                   | 20                   | 10                   | 6                    | 39                   | 2                    | 19                   | 4    | 17                   |
| Area Development<br>(2023年度規制環境ランク)           | 6       | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | Not Ranked in Top 10 | 7    | Not Ranked in Top 10 |
| Chief Executive<br>(2023年度ビジネス環境ランク)          | 6       | 48                   | 21                   | 18                   | 17                   | 40                   | 20                   | 24                   | 11   | 19                   |
| US News & World Report<br>(2023年度ビジネスチャンスランク) | 7       | 35                   | 3                    | 13                   | 21                   | 9                    | 14                   | 16                   | 11   | 8                    |
| Tax Foundation<br>(2024年度事業税指数)               | 10      | 37                   | 33                   | 18                   | 11                   | 44                   | 12                   | 30                   | 36   | 24                   |
| S&P Global State Credit Rating                | AAA     | A-                   | AAA                  | A+                   | AA                   | AAA                  | AAA                  | AAA                  | AAA  | AA+                  |