



# Measure to Support Human Resource Development

Mr. Wirat Tatsaringkansakul  
Investment Advisor  
Thailand Board of Investment  
July 2022

# Introduction to the BOI



BOI is a government agency  
under the Office of  
the Prime Minister

Provides comprehensive  
information and advice on  
establishing operations  
in Thailand

Grants Investment  
Incentives

Coordinates between  
the foreign business  
community and other  
public agencies

Provides Business  
Support Services  
for Investors



# BOI Offers Investors Highly Competitive Investment Tax Incentives and Non-tax Incentives



## Tax Incentives

- Exemptions / Reductions of Corporate Income Tax
- Exemptions of Import Duties on Machinery
- Exemption of Import Duty on Raw or Essential Materials Used in Production for Export
- Exemption of Import Duties on Materials imported for R&D purposes
- Double Deduction on Cost of Transportation, Electricity and Water
- 25% Deduction on Installation or Construction of Facilities



## Non-Tax Incentives

- Permit for Foreign National to Enter Kingdom to Study Investment Opportunities
- Permit to bring in Skilled Workers and Experts to Work in Investment Promoted Activities
- Permission to Own Land
- Permit to Remit Money Abroad in Foreign Currency
- No Local Content Requirement
- No Export Requirements
- No Restriction on Foreign Currency
- Visa Facilitation

# BOI Investment Incentive Scheme

## Standard Incentives

### Activity-Based



**≤ 8 years CIT exemption**

### Technology-Based

#### - Targeted Core Technologies -



Bio-  
Technology



Digital  
Technology



Nano-  
Technology



Advanced  
Material  
Technology

**10 years CIT exemption**



## Additional Incentives

### Merit-Based

- Research & Development (R&D)
- Support academic / research institutes, or technology and human resource development fund
- IP licensing fee
- Advanced technology training
- Development of local suppliers
- Product and packaging design

### Area-Based

- EEC 3 provinces
- SEZ 10 provinces
- Southern border provinces
- 20 provinces with lowest income
- Industrial Estates/Zones
- Science and Technology Parks  
(TSP, Food Innopolis, Space Krenovation Park, AIT, TISTR )

### Agenda-based

- Investment Stimulation Measure
- Productivity Enhancement Measure
- Measures to support Grassroots Economy Development

*The list of activities eligible for BOI promotion covers a wide range of businesses, not only s-curve industries.*

# BOI Incentive Packages

			Exemption CIT	Exemption Import duties on machinery	Exemption of import duties on raw materials used in R&D	Exemption Import duties on raw materials	Non-tax incentives
<div>8 years</div> <div>CIT exemption</div> <div>0 year</div>	T8	Technology and Innovation Development includes targeted core technology development	10 years + Merit no cap	✓	✓	✓	✓
	A1	Knowledge-based activities focusing on R&D and design to enhance the country's competitiveness	8 years + Merit no cap	✓	✓	✓	✓
	A2	Infrastructure activities for the country's development, activities using technology to create value-added, with no or very existing investments in Thailand	8 years + Merit	✓	✓	✓	✓
	A3	High technology activities which are important to the development of the country, with a few investments already existing in Thailand	5 years + Merit	✓	✓	✓	✓
	A4	Activities with lower technology than A1-A3 but which add value to domestic resources and strengthen the supply chain	3 years + Merit	✓	✓	✓	✓
	B1	Supporting industry that does not use high technology, but is still important to the value chain	- + Merit	✓	-	✓	✓
	B2	Supporting industry that does not use high technology, but is still important to the value chain	-	-	-	✓	✓

Incentives are based on several key factors including level of technology, role in supply chain, and location.

# Enhanced Incentive Packages for Merit-Based Incentives



**Additional Cap**  
(Percentage of Investment or Expense)

Research, Technology Development and Innovation: In-house, outsourced in Thailand or joint R&D with overseas institutes	300%
Donations to technology and human resource development funds, educational institutes, specialized training centers, R&D institutes or government agencies in the S&T field in Thailand, as approved by the board	100% <i>Including donations to vaccine/ drug development programs</i>
Apprenticeship programs for vocational/university students in Science and Technology field	200%
IP acquisition/ licensing fees for commercializing technology developed in Thailand	200%
Advanced technology training	200%
Development of local suppliers with at least 51% Thai shareholding in advanced technology training and technical assistance	200%
Product and packaging design: In-house or outsourced in Thailand, as approved by the Board	200%



**Additional CIT Exemption**  
(with additional cap)



Additional CIT Exemption Cap Only	1% or < 200 million baht, whichever lower
1 year*	≥ 1% or ≥ 200 million baht, whichever lower
2 years*	≥ 2% or ≥ 400 million baht, whichever lower
3 years*	≥ 3% or ≥ 600 million baht, whichever lower

**Maximum**  
CIT exemption period  
**11 years**

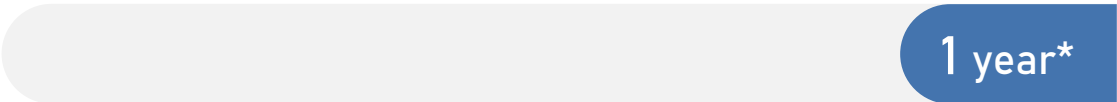
# Example: Enhanced Incentives for R&D



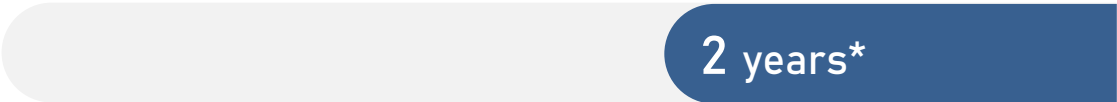
Additional CIT Exemption  
On top of a standard  
package



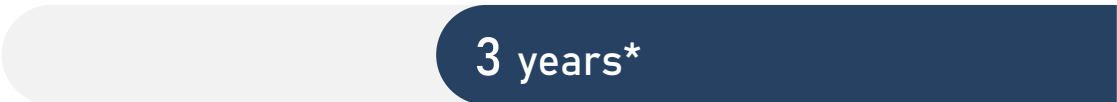
R&D Investment/ Expenses to total sales  
In the first 3 years or minimum



1% or  $\geq 200$  million baht, *whichever lower*



2% or  $\geq 400$  million baht, *whichever lower*



3% or  $\geq 600$  million baht, *whichever lower*



4% or  $\geq 800$  million baht, *whichever lower*



5% or  $\geq 1,00$  million baht, *whichever lower*

Maximum CIT exemption  
period  
**13** years



No CIT Exemption  
Ceiling



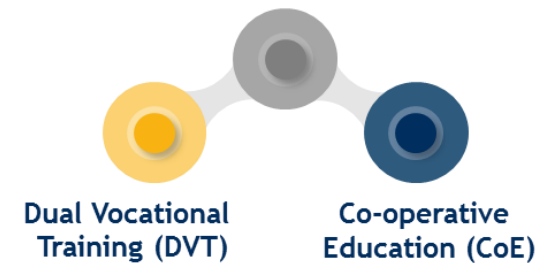
# Tax Incentives Scheme under New EEC Packages

Target Activities	Conditions for Additional CIT Incentives		
	Human Resource in S&T Development Criteria	Location Criteria	
		EECa, EECi*, EECd, EECmd, EECg	Industrial Estates or Zones
Section 8 + Supporting Activities (10-year CIT exemption)	+ 2-year CIT exemption	+ 1-year CIT exemption	+ 1-year CIT exemption
A1/ A2 (8-year CIT exemption)	+ 3-year 50% CIT reduction	+ 2-year 50% CIT reduction	-
A3 (5-year CIT exemption)	+ 3-year 50% CIT reduction	+ 2-year 50% CIT reduction	+ 1-year CIT exemption

**Note:** • Projects located in EECi in an approved Science and Technology Park are eligible for additional incentives under the measure. In such a case, the projects must relocate to EECi by 30th December 2022.

\* Targeted activities located in a Science and Technology Park in EECi such as electronics design, research and development, target technology development are eligible for additional incentives as a promoted Science and Technology zone (+ 5-year 50% CIT reduction or 2-year CIT exemption)

Work Integrated learning (WiL)



**Extension of the incentive packages to the end of the year 2022**



## “High-skilled Workforce Development Platform for Strategic Industries”

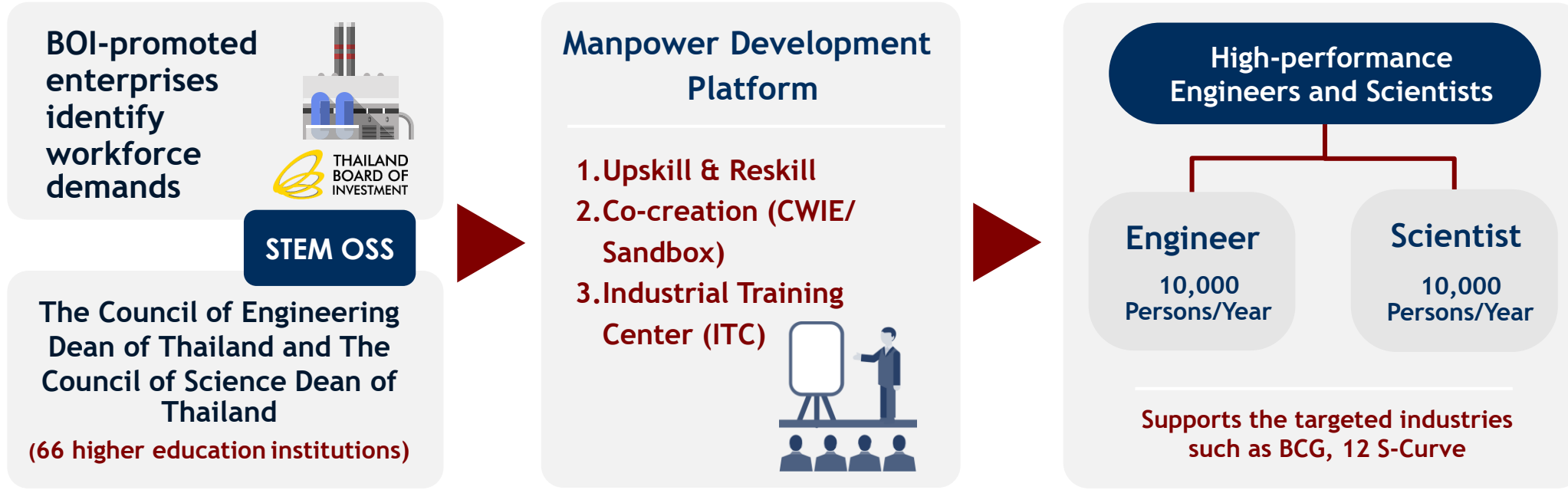


The agreement  
signing ceremony was  
held on

**August 26, 2021**



# High Skill Workforce Development Platform



## Impact:

- High performance manpower > 20,000 persons/year, Support investment > 70,000 million bath/year
- Increase productivity of workforce by 10% for higher education workforce. (~500,000 persons/year)



# Smart Visa and Long-Term Resident Visa

## Smart Visa: Taking Thailand to New Heights with Foreign Experts and Technology



## SMART Visa Privileges



Maximum 4 year visa  
\*Except Smart S



Permission to  
work with no  
work permit  
required

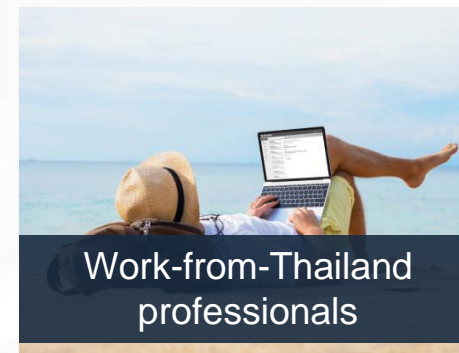


No re-entry  
required



Fast Track Service at  
International Airports

## Long-term Resident Visa: New type of visa to attract 4 targeted groups



10-year visa  
& permission  
to work in  
Thailand



Spouse &  
children  
under 20  
included



Additional privileges;  
reduced personal  
income tax rate, right  
to own land



# One Start One Stop Investment Center (OSOS)



Consolidating staff from numerous investment-related agencies



Easing & speeding procedures for new investors



Provides comprehensive information and advice on establishing operation in Thailand



Provides useful contacts with key public and private organizations



1-Stop for visas & work permits In 3 hours & “SMART Visa Program”



Assist investors with various applications

*More Convenience  
Less Time  
More Efficiency!*



18<sup>th</sup> Floor, Chamchuri Square Building, 319 Phayathai Road, Pathumwan Bangkok 10330, Thailand

Tel: 66(0)2 209 1100  
Fax: 66(0)2 209 1199  
Email: [osos@boi.go.th](mailto:osos@boi.go.th)





# BOI Incentive for Human Resource Development

Eligible Activity	Incentives
7.19 Human Resource Development	
7.19.1 Vocational Training Centers 7.19.2 High-Potential Academies and Institutions for Higher Education	A1 8-year CIT Exemption (no cap)

☐ Exemption of Import duties on machinery

☐ Land ownership rights

☐ Work permit & visa facilitation (for management and experts)

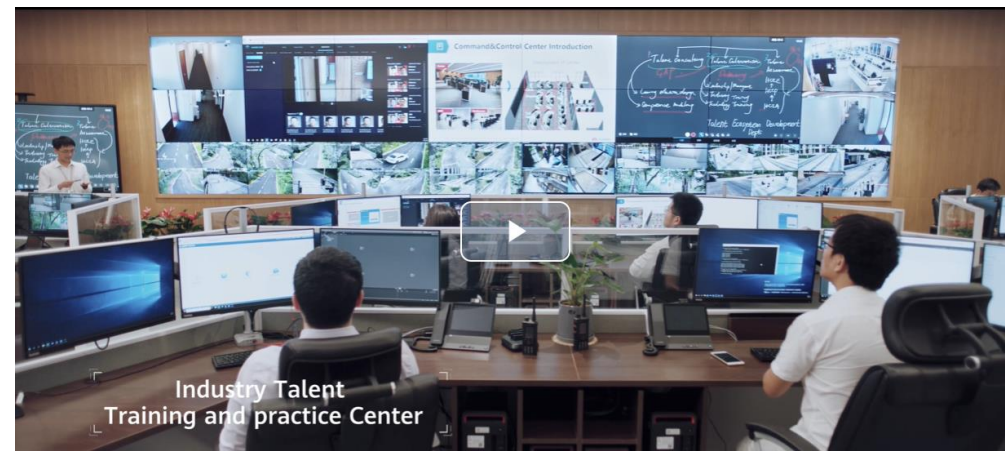
# Success Cases of Training Center in Thailand



Technical Training for Harley-Davidson Motorbike Repairing



HUAWEI Huawei Thailand Training Center For Digital Tech Training



PADI Diving Instructors/Life Guards Training



Genea

IVF Training Center



# EEC'S HUMAN CAPITAL AND SKILLS DEVELOPMENT





# Estimated skilled labour demand to support EEC Projects in the next 5 years (2019 – 2023) is 475,668\* personnel

This personnel requirement is categorised:  
53% vocational students and  
47% Higher education  
(Undergraduate and Postgraduate students)

**53%**

demand for  
technicians and  
professionals



**47%**

demand for  
managements  
level and officers

## Estimated personnel requirement

Setting the standard and direction for our network.



- Economy
- Private Sector
- Educational Institute



skilled labour demand  
for supporting economic growth



Controlling the quantity  
and quality of graduates  
and working personnel  
must match requirements

## Personnel Requirements (Demand) from 4 Infrastructure projects



Aviation

Total : 32,836 Positions



Logistics

Total : 109,910 Positions



High Speed Rail

Total : 24,246 Positions



Merchant Marine

Total : 14,630 Positions

## Personnel (Demand) Requirements from 6 Target Industries



Digital

Total : 116,222 Positions



Intelligent Electronics

Total : 58,228 Positions



Next-Generation Automotive

Total : 53,738 Positions



Robotics

Total : 7,526 Positions



Affluent, Medical  
and Wellness Tourism



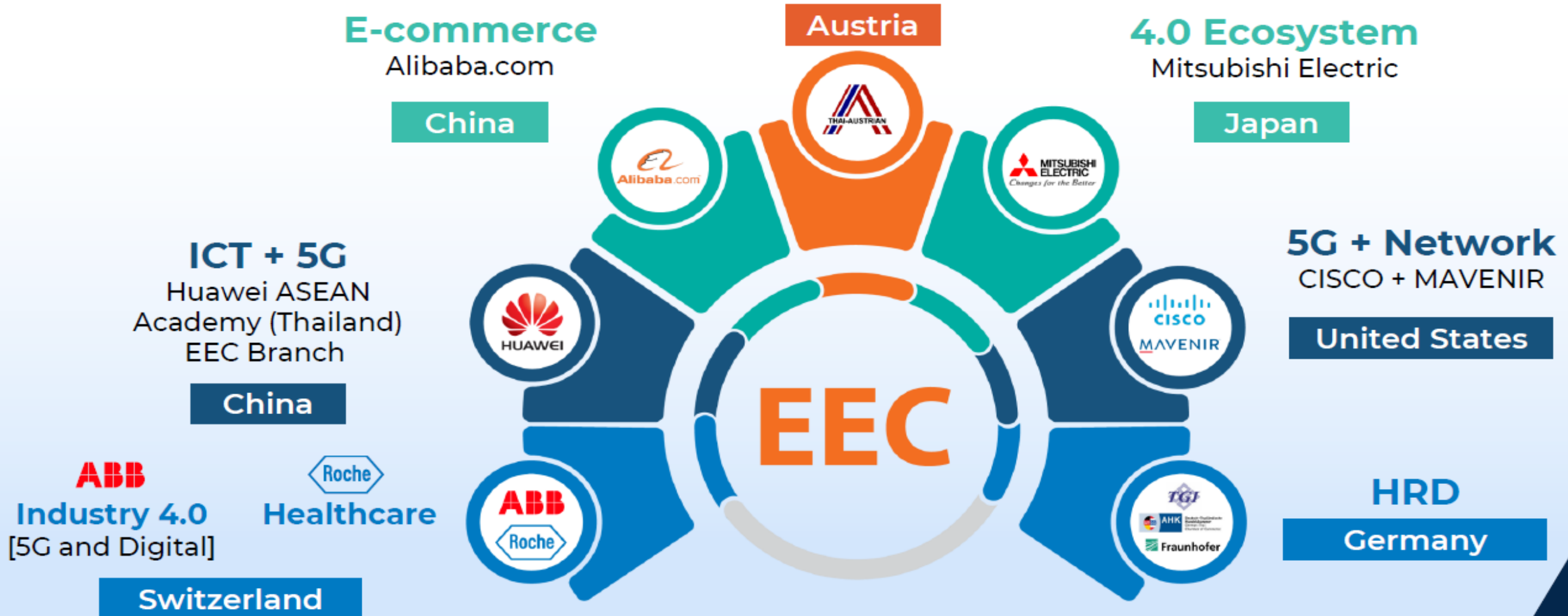
Medical Hub

Total : 11,412 Positions



**EEC continuously encourages collaboration with global companies to develop the educational curriculum that meets the future demands and the international standards.**

## Cooperation for vocational education



# Digital Transformation in EEC

## Investment collaboration to boost up digital transformation in EEC

Currently, there are **5 Smart Factory 4.0 and Automation Training Centers** in EEC



Various measures have been implemented to encourage companies to **speed up their digital technology and automation adoptions to promote Industry 4.0 transformation**

100%  
CIT exemption  
For 3 years

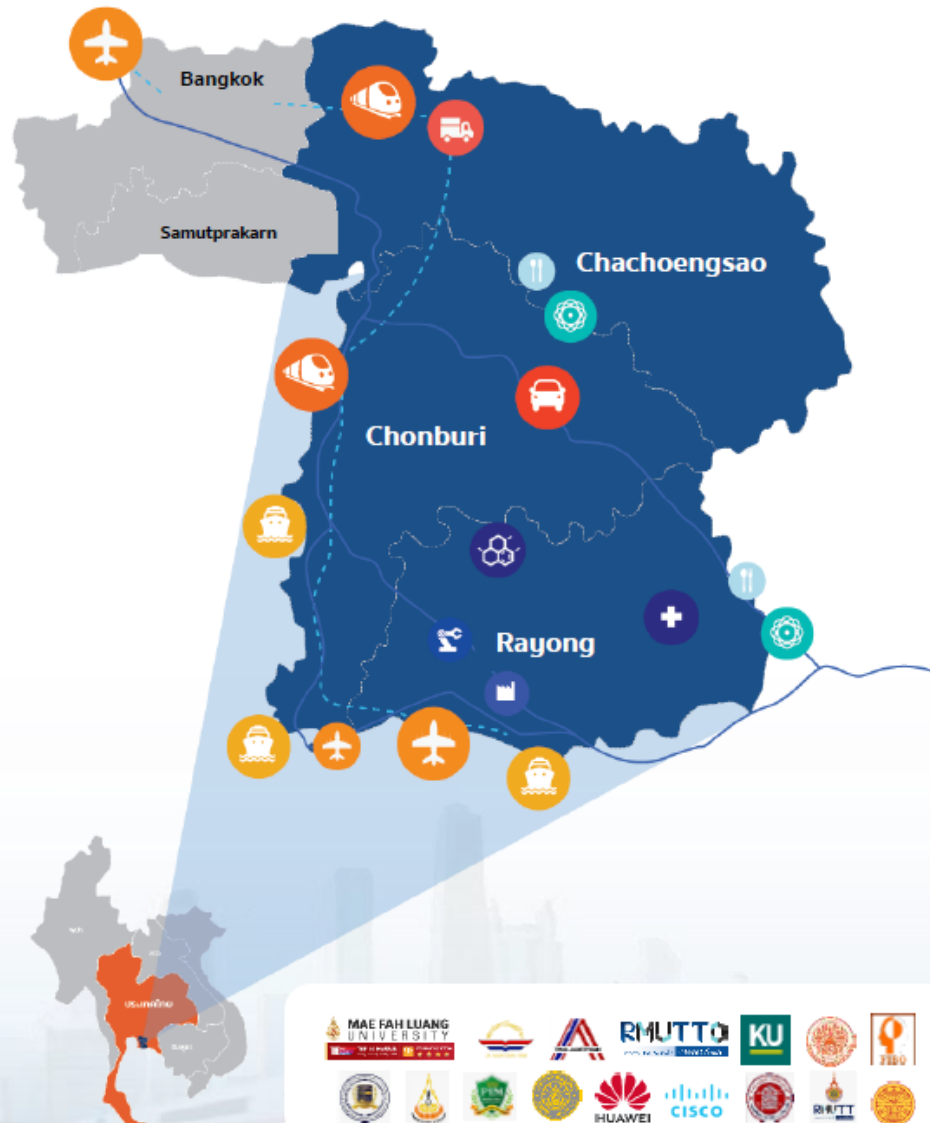
Deep Tech  
Startup &  
Incubation  
in EEC

Machinery  
Insurance  
Measures

Human  
Capital &  
Skills  
Development

Sustainable  
of  
Supply chain

# HRD and academic partners in EEC



## MFU – Chiang Rai

- Competency – English language

## CATC

- EEC-Net Aviation

## TATC - Sattahip

- EEC-Net Aviation

## RMUTTO

- EEC Mechatronic center
- EEC Net Logistics
- Short-course Automotive Industry training program

## KU – Sriracha

- EEC-Net Maritime
- EEC-Net Next Gen Automobile
- EV Conversion Certify Center
- EEC-Net Aviation

## KMUTNB

- Cutting & Welding Center

## FIBO

- EV Conversion

## Asian Maritime Technological College (AMCOL)

- EEC Net Maritime

## SUT – (Suranaree) Nakhon Ratchasima

- Short-course Automotive Industry training program

## Panyapiwat Institute of Management (PIM)

- Short-course Automotive Industry training program

## BUU - Chonburi

- EEC HDC Office
- EEC-Net Tourism
- EEC-Net Genomic Center
- EEC Automation Park
- Huawei ASEAN Academy

## CTC Chontec- Chonburi RMUTT

- EEC Net RAIL

## Thammasat U.- Pattaya

- EECmd (Medical Hub)
- EEC-Net Next Gen Automobile





# Thailand Board of Investment Sydney Office

Suite 101, Level 1  
234 George Street, Sydney  
New South Wales, 2000  
AUSTRALIA

Email: [sydney@boi.go.th](mailto:sydney@boi.go.th)

Tel: +61 2 9252 4884 +61 2 9252 4882







Thank you