



IAFP and Associations Round Table

14. June 14.00-17.00 Paris time

Summary and conclusions of the round-table, based on the presentations by the 6 speaking companies:

By Jorgen PEDERSEN, Round-Table Moderator, and Pierre HAVET, FONDACT General Secretary,

1. The employee shareholding or financial participation in various forms can work in all sizes of companies, from 100 employees to 100.000 employees and more.
2. There are many technical challenges to face both in the individual countries and with currencies. In some cases these can turn out to be of advantage to the employees participating.
3. There is a real commitment regarding organization, teams and costs for the companies deciding to implement an employee shareholding or participation model.
4. The companies underlined the needs to take the cultural challenges into consideration, when implementing employee shareholding models across many countries.
5. Most companies implementing employee shareholding plans do this with the aim of implementing them across the groups in as many countries as possible. This in order to engage all the employees.
6. Many companies are looking at new ways to modernize their employee shareholding and participation plans. Adjusting them to the expectations of the younger generations with shorter vesting times being part of this.
7. The employee subscriptions to the plans proposed during the pandemics, have in general been very good. The conclusions were that this shows how the employees are committed and believing in the future of their companies, thereby being ready to invest in them.
8. The companies are all very committed to and convinced of the importance these employee share plans have on the engagement of their employees. Comment like: we are in this together, people are key, be entrepreneurial, owners mindset, were common.