



FOR IMMEDIATE RELEASE

INAUGURAL GEO GLOBAL SHARE PLAN RANKINGS STUDY UNVEILED AT 25TH ANNUAL CONFERENCE

Orange, California, 9 April 2024 – Global Equity Organization (GEO) proudly announces the release of its pioneering Global Share Plan Rankings Study at the 25th Annual Conference in Nashville. This groundbreaking research, made possible by the generous support of our esteemed founding sponsors Arnold Bloch Leibler, Baker McKenzie, KPMG, Lucid Motors, Rutgers University, and Tapestry Compliance, represents a significant milestone in the realm of employee share schemes worldwide.

The Global Share Plan Rankings Study is the culmination of collective expertise from the study's Project Team and in-country contributors spanning the globe. It presents a comprehensive exploration of employee share schemes across nations, evaluating their receptivity and support within each country's operating environment.

Through collaboration with experts deeply entrenched in the design, implementation, and administration of employee share schemes, the study assesses the feasibility and attractiveness of operating such schemes for employers and employees alike.

"This invaluable report unveils crucial insights which can be leveraged to reshape the future landscape of employee ownership and wealth creation on a global scale," remarked Gabbi Stopp, Executive Director at GEO. "It shines a light on countries that are already global leaders in nurturing employee share schemes, while also identifying opportunities for reform in other countries to enhance the environment for such schemes domestically."

The study leverages a meticulously designed survey of 28 questions, evaluating various categories including tax, employment laws, securities laws, economic, political, and cultural considerations. These insights provide GEO members with a comprehensive understanding of each country's support and receptivity for employee share schemes.

Among the top-ranked nations are expected inclusions such as the UK, USA, and France, alongside emerging countries like the UAE and Poland, signalling shifts in global trends and opportunities for growth.

The Global Share Plan Rankings Study complements GEO's annual Global Equity Incentives Study, providing a holistic view of plan metrics, design trends, and participation patterns.

"By identifying areas for improvement in lower-scoring countries, this study aims to bolster local advocacy efforts for policy changes, fostering a more conducive environment for employee share schemes globally," added Stopp.

Access to the survey responses and detailed essays is exclusive to GEO members, enabling them to evaluate the feasibility of operating employee share schemes in any of the 26 countries surveyed.

For more information about the Global Share Plan Rankings Study and GEO's initiatives, please visit globalequity.org/surveys/rankings-2023-2024.

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About Global Equity Organization ('GEO'):

Founded in 1999, GEO is a not-for-profit organization and global community of well-informed professionals, founded and driven by its members. GEO is dedicated to advancing the knowledge and understanding of equity compensation and providing support to corporate executives and equity compensation professionals, so they may deal with the challenges of creating, managing and administering employee share plans large and small, national and global.

GEO provides a global platform for its members, regardless of location, position, or affiliation, to exchange knowledge and insights on strategic, governance, financial, cultural, legal, tax, communication, and administrative aspects of equity-based employee compensation worldwide. From fundamental concepts to the latest market intelligence, GEO offers unparalleled resources and networking opportunities.

GEO has more than 5,000 individual members representing over 1,500 companies and professional firms in more than 60 countries around the world.

To learn more about GEO, please visit <https://www.globalequity.org/about>.

