

Luxembourg, your future workplace

A challenging environment based on a dynamic economy

January 24, 2023

Agenda

- 1. Who's UEL**
- 2. Luxembourg economy**
- 3. Luxembourg attractiveness**

1. Who's UEL?

The Luxembourg Employers' Association which represents the Luxembourg private-sector businesses

1. Who we are?

8 members = 8 employers' organisations

- 80% of total domestic employment
- 85% of GDP
- 34.000 companies
- 95% companies < 50 people



Vision – Sustainability at the heart of our mission

- UEL works for a **sustainable** and **prosperous economy** for Luxembourg, its inhabitants and those who work there.
- It works to provide an **economy that is attractive** to both investors and talented individuals.
- *We anticipate* the challenges for the companies by making proposals to the government and social partner with the goal to **develop our competitiveness** and **maintain our public finances**.

Mission – Our skills

Acting on topics with transversal interest

- Labor law
- Social Security
- Public Finance & Taxation
- *Economy & Competitiveness*
- *Administrative simplification*
- *European files*

Dialogue with different players

- Political and economic world
- (Bipartites / Tripartites / Quadripartites)
- Government administrations
- Employees' representatives (Trade unions, Chamber of employees)
- European institutions

2023 Legislative elections



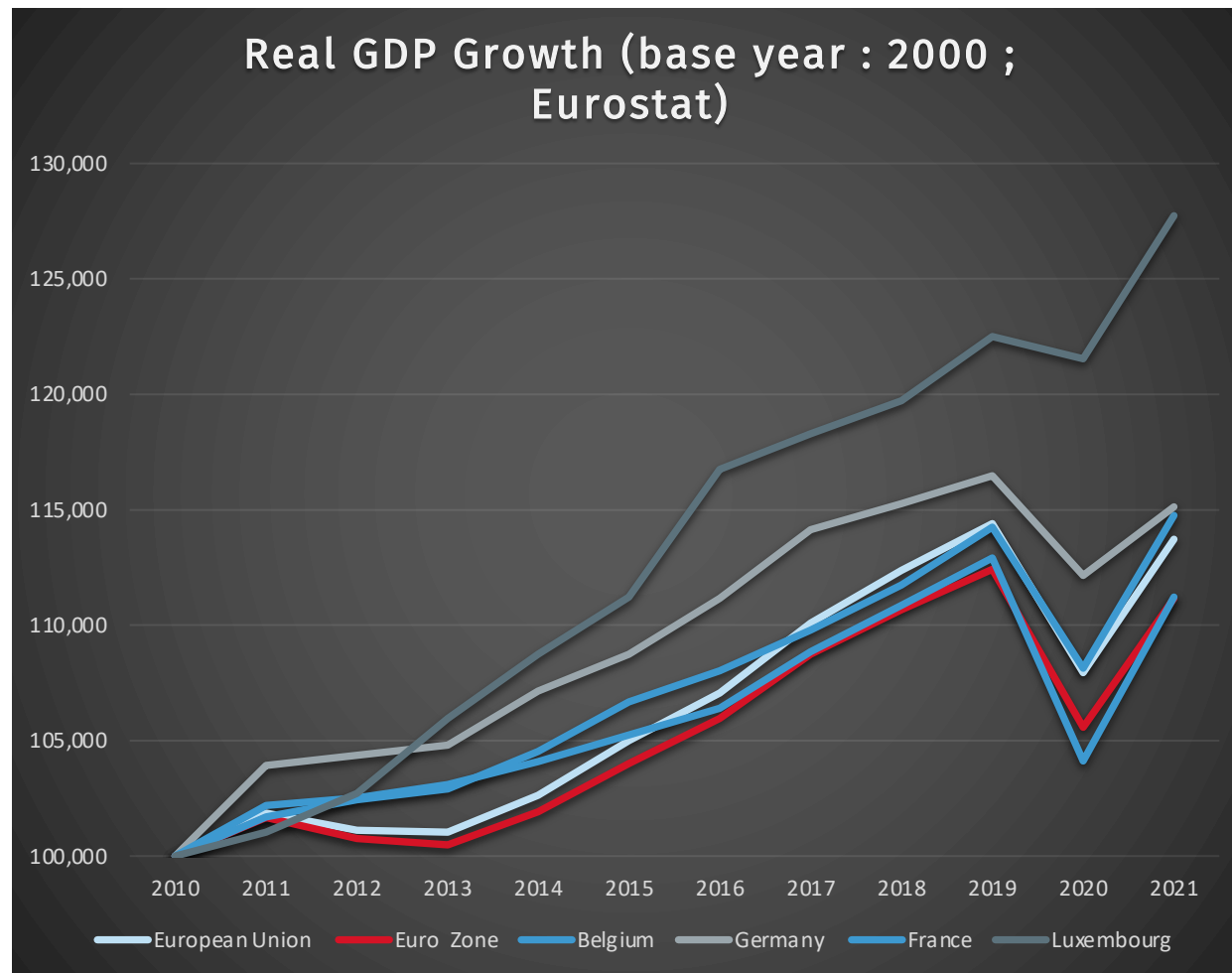
2022 Tripartites



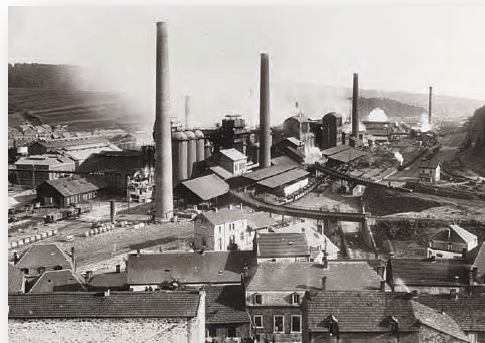
2. Luxembourg economy

A dynamic and open economy

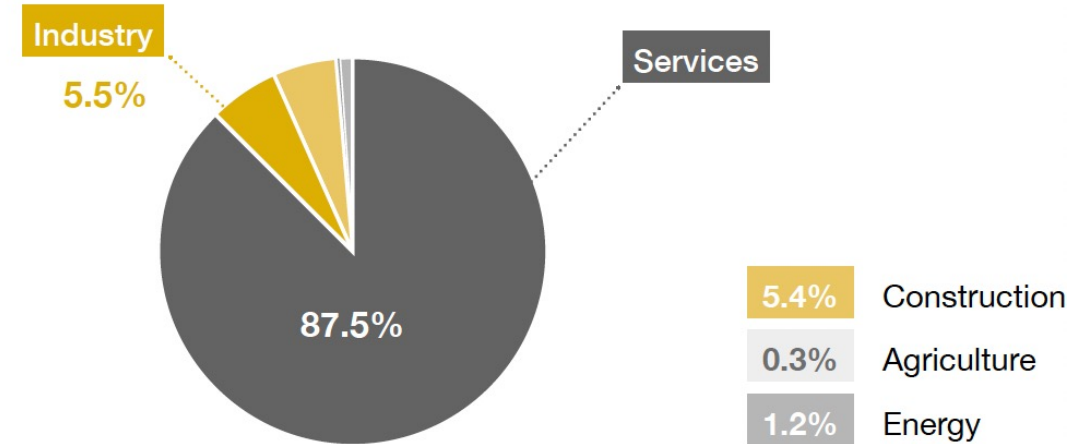
A dynamic economy



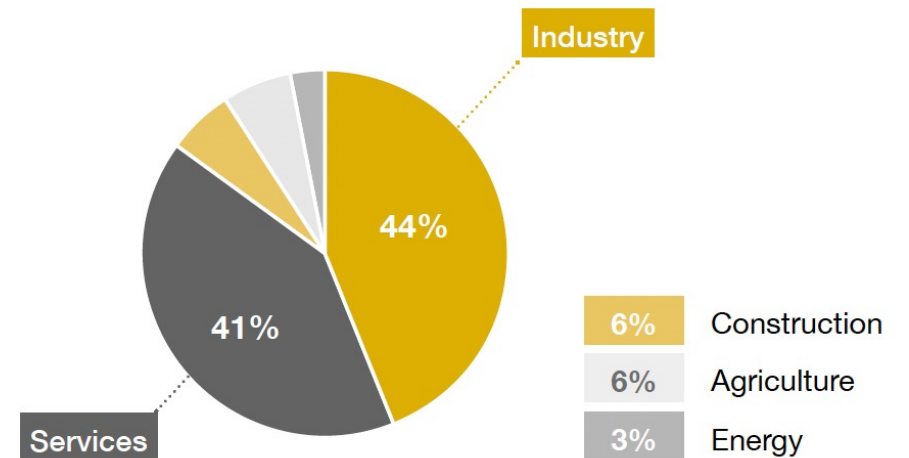
An economy highly based on services



STRUCTURE OF THE ECONOMY IN 2018
(AS PERCENTAGE OF GDP)



STRUCTURE OF THE ECONOMY IN 1970
(AS PERCENTAGE OF GDP)



A key player in finance

BANKING

128
Banks
from
27
countries



CSSF, December 2020

Balance sheet
of banks
in Luxembourg



€850,948 million

BCL, 31 December 2020

Private banking AuM

€466 bn

ABBL, December 2019



ASSET MANAGEMENT

2nd
largest investment fund
centre in the world,



1st
in Europe

Almost

€5 trillion



AuM in
Luxembourg
funds

CSSF, 2020

Global leader in
**cross-border
investment fund
domicile,**

58%
of cross-border funds
are Luxembourg
funds



PWC/Refinitiv, 31 December 2020

INSURANCE

290
life and
non-life insurance
companies in
Luxembourg



€50+ billion

of direct insurance
premiums collected

All insurance sources ACA,
December 2019

241%
yoy growth



in the
Premium income
**international
non-life insurance**
companies

FINTECH

Major EU FinTech hub, home to

25+ international
payments providers, pioneering
tokenization platforms &
leading RegTech companies

CAPITAL MARKETS



more than
50%

of global listed sustainable bonds
listed at the Luxembourg Green
Exchange (LGX), which now displays
over 900 securities worth €388 billion

the listing location for the

▶ **EU's first** social bond

Over

▶ **36,000** listed securities,

from issuers of over






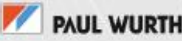





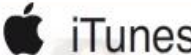


























▶ **100** countries,
and in **60+** currencies

More than

▶ **€7 trillion**

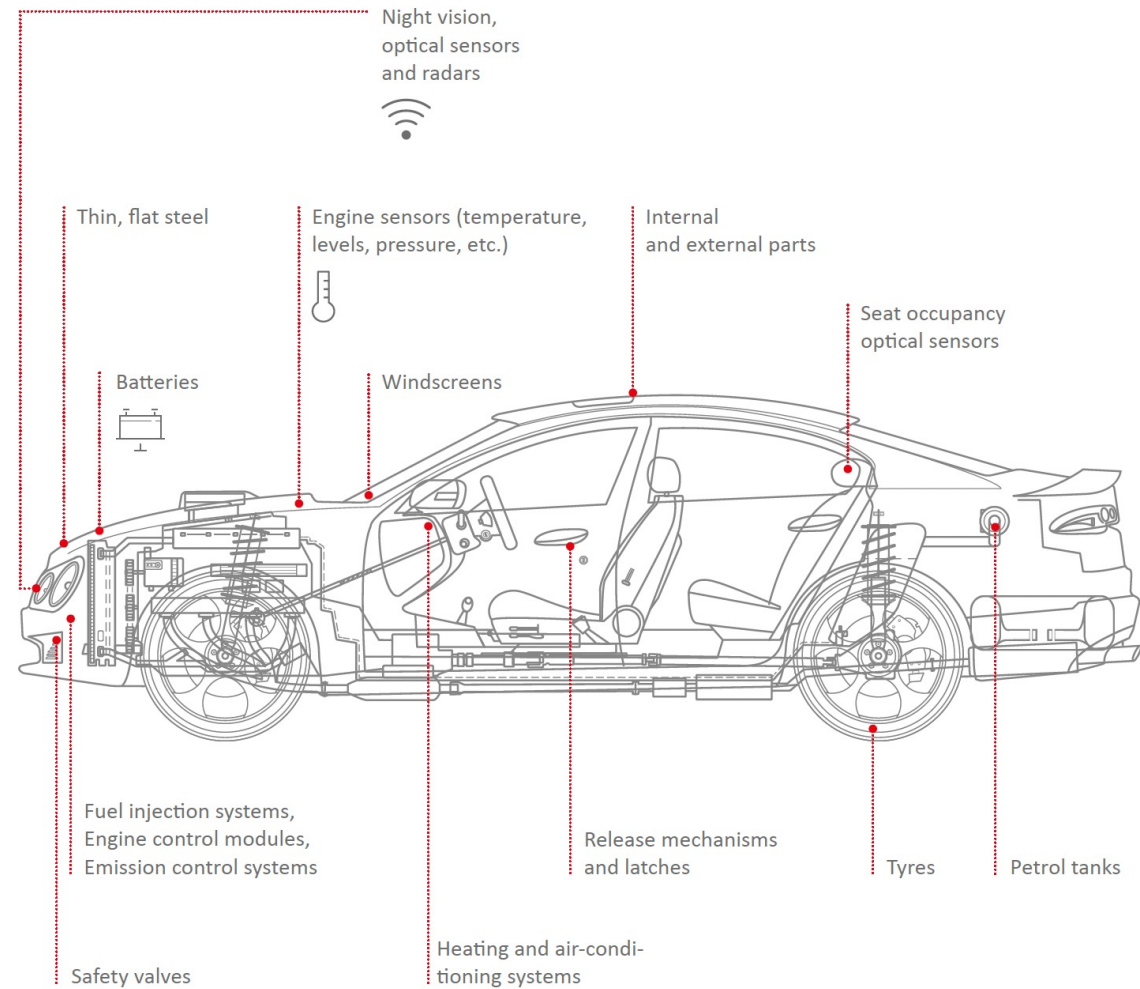
of assets held in custody
by **major post-trade
service providers in
Luxembourg**

A strong and diversified economy ...

INDUSTRIE	TIC, MEDIA E-COMMERCE	LOGISTIQUE	FINANCE ET AUTRES SERVICES	INSTITUTIONS EUROPÉENNES
      	      	      	           	    

As our industry ...

PRODUCTS AND TECHNOLOGIES DEVELOPED BY COMPANIES BASED IN LUXEMBOURG



... which invest in new projects



Other specific areas



BIOTECH AND BIOMEDICINE

Luxembourg's biomedical ecosystem is led by a **young, highly dynamic research community** whose scientific excellence is **recognised in key strategic fields** such as cancer, immunology and neurodegenerative diseases.

The Integrated BioBank of Luxembourg (IBBL), a key pillar of the biomedical research infrastructure, provides support to the Luxembourg Institute of Health (LIH) and the Luxembourg Centre for Systems Biomedicine (LCSB), part of the University of Luxembourg. The country also has a **growing network of SMEs and fledgling companies** active in the field, including Fast-Track Diagnostics, Flen Health, Complix, ITTM and Braingeneering Technologies.



AUDIOVISUAL

Luxembourg is the birthplace of two media and communications giants, which are still continuing to grow from the Grand Duchy:

RTL Group, the leading European TV and radio broadcaster, the origins of which date back to 1924. Bertelsmann AG currently has a 75.1% stake in the group.

SES, founded in the early 1980s and now one of the world's leading provider of communication and broadcasting services, with **more than 70 satellites**.



LOGISTICS



AIR CARGO

Luxembourg's air cargo centre is the 6th largest in Europe, with an annual handling capacity of 1.2 million tonnes of airfreight. The current facilities allow the simultaneous storage and handling of the cargo of twelve aircrafts. As truck-loading terminals are in direct proximity to the runways, cargo handling times are much lower – a vital factor when it comes to sensitive and high-value products.

Cargolux, an all-cargo operator, is experiencing rapid growth in its activities (+14% between 2016 and 2017) and is **one of the world's 10 largest companies** with 85 offices globally, more than 100 destinations served and 12.4 million tonnes/km handled in 2018.

More digital

- Luxembourg has its own HPC from 2018.
- The European Commission department dedicated to this project is located in Luxembourg (200 people).



More Green



Ecoconstruction



Renewable
energy



Waste
management



Water
management



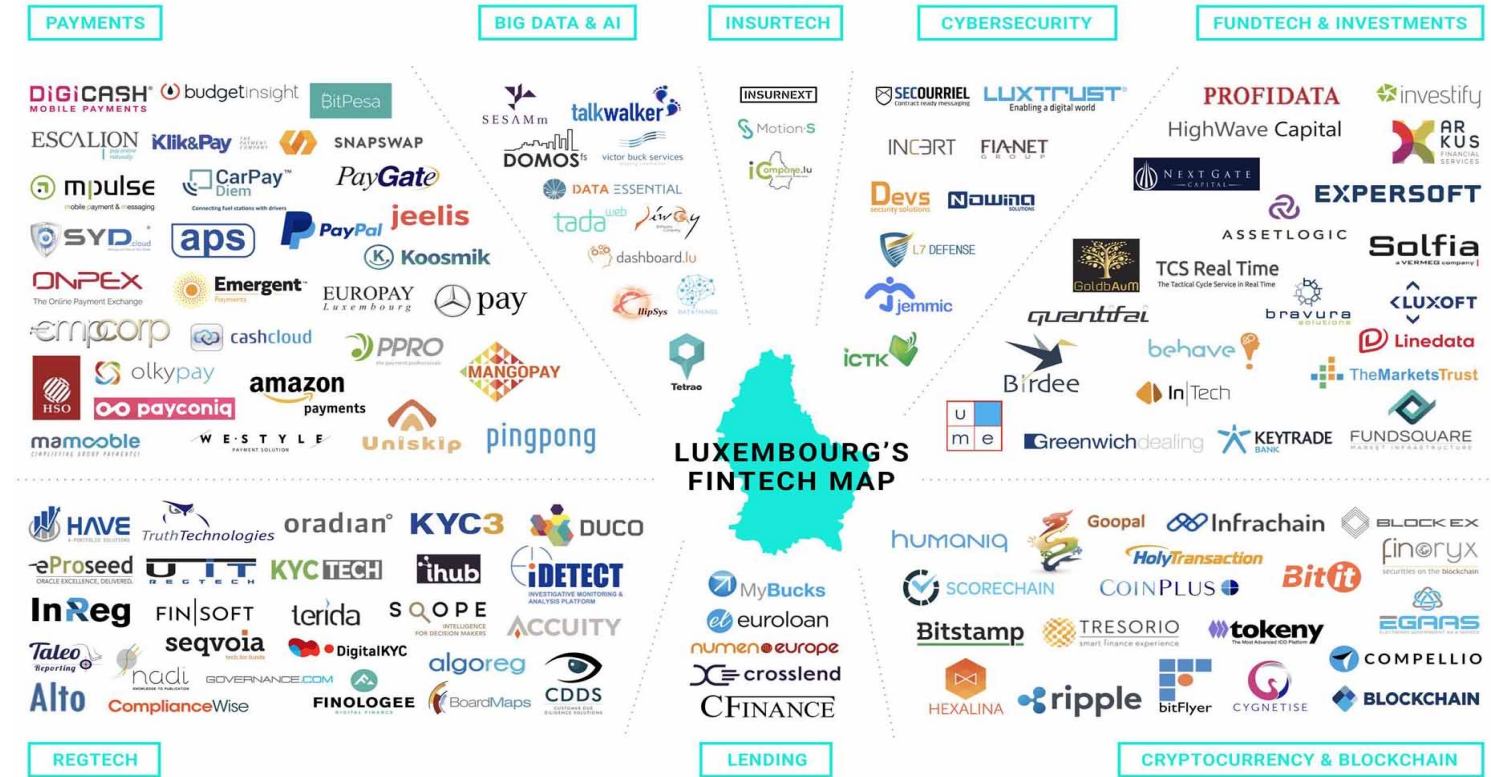
Electric
mobility

In total, nearly **200 companies** operate in these various fields, backed by an ambitious governmental programme.



/ Wind farm – Winorange /

A start-up Nation



Compiled with the support of LFF, ALFI, ACA and ABBL

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Luxembourg, an ambitious and visionary country (look back)

Société européenne des satellites (SES) – A success Story

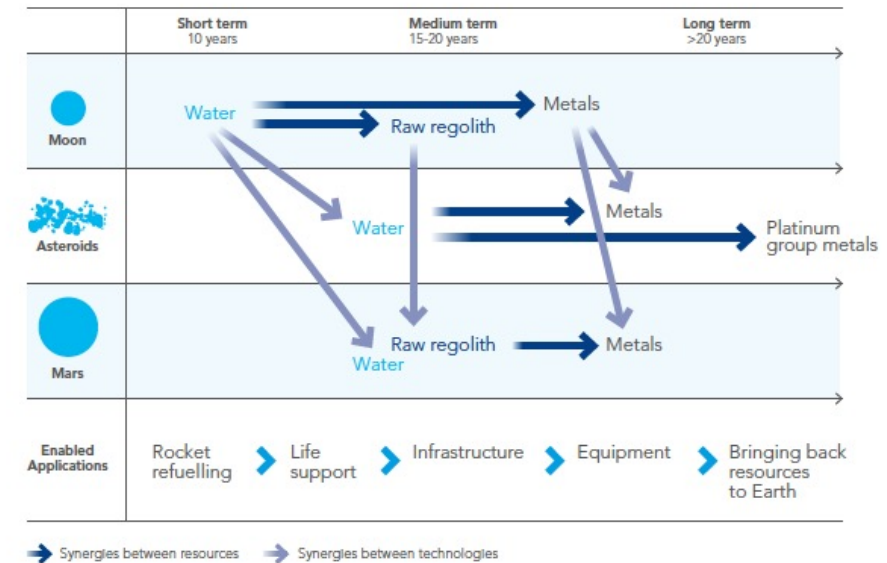


- Founded in Luxembourg in 1985
- Today, SES is a world leader in satellite communications and broadcasting services.
- SES operates a fleet of over 40 satellites that covers 99% of the world's population and transmits services to connect billions of people around the globe.

Luxembourg, an ambitious and visionary country (look next)

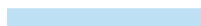
Space companies in Luxembourg with job opportunities

The Luxembourg Space Agency study predicts a market revenue of up to **170 billion EUR** generated by the space resources utilization industry over the 2018-2045 period



Top 10 employers

(Source: Statec 2022)



Name	Economic activity	Rounded number of employees (*)
Groupe CFL	Intercity passenger rail transport	4 710
Groupe Post Luxembourg	Wireline telecommunications	4 540
Groupe Cactus	Retail sale in non-specialised shops	4 440
Groupe Dussmann Luxembourg	Cleaning activities	4 420
Amazon.com	Head office activities	3 960
BGL BNP Paribas	Money intermediation	3 940
Goodyear Dunlop Tires Operations SA	Manufacture of rubber products	3 490
Groupe ArcelorMittal	Steel industry	3 460
Groupe PricewaterhouseCoopers	Accounting activities	3 040
Luxair SA	Passenger air transport	2 850

3. Luxembourg attractivity

A great place to live

A strong quality of life...

LUXEMBOURG CITY RANKS



(Internal stability, very low rates of crime, public order)
Mercer Quality of Living Survey 2016



OF THE MOST
**DESIRABLE
PLACES
TO LIVE AND WORK**
Global Liveability Index 2018



18/231
FOR QUALITY
OF LIVING

Mercer Quality of Living Survey 2019

THE COUNTRY RANKS

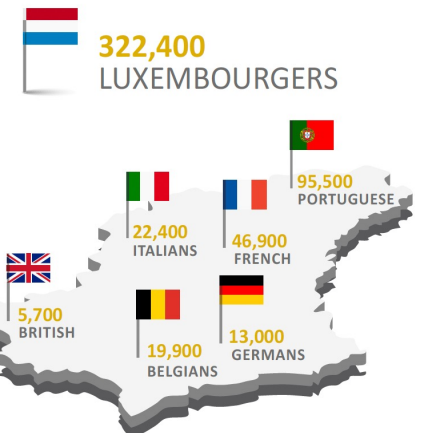


15/68 OF THE MOST
POPULAR COUNTRIES
AMONG EXPATS

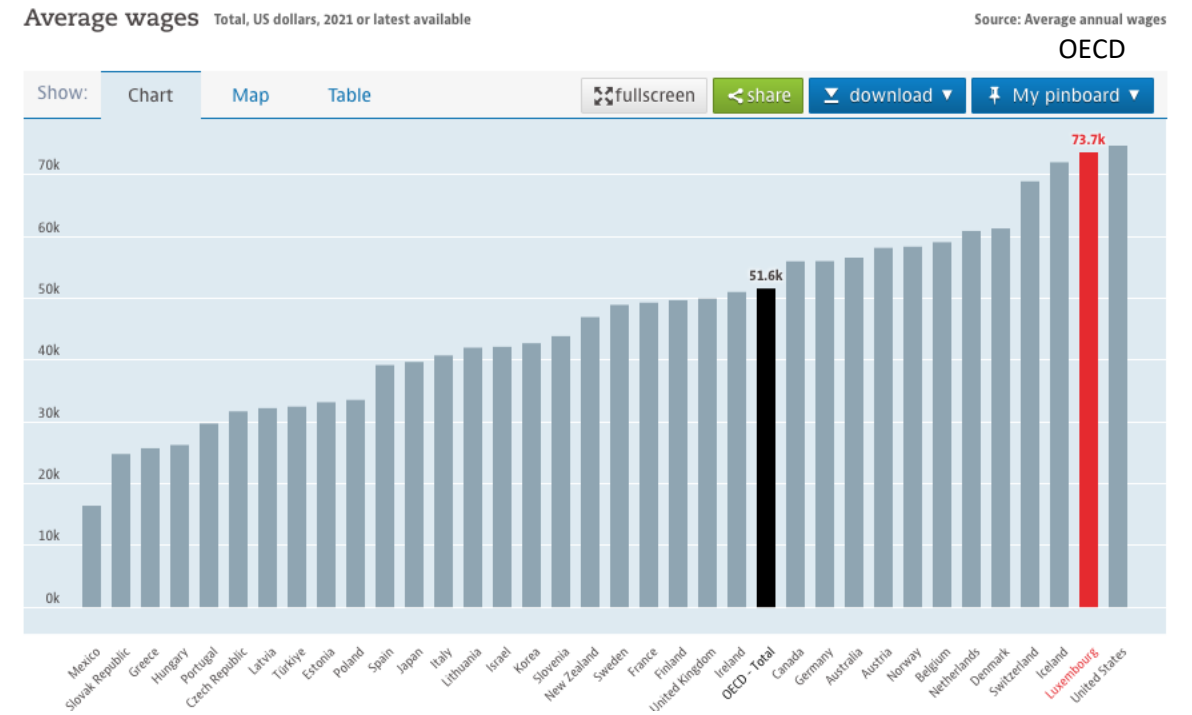
InterNations 2018 ranking



THE POPULATION IS MADE UP OF:



... based on high
income and
wages...



... and high social benefits



FAMILY ALLOWANCE

Family allowance is designed to help households bring up their children by offsetting the financial expense associated with the upkeep and education of children. All children are, therefore, entitled to a monthly allowance payable from the month that they are born, as well as to a back-to-school allowance as of the age of 6 until the end of their schooling (or until they are 25 at the latest).



MATERNITY BENEFITS

Whether through birth or adoption, the arrival of a new child entitles all parents who are employed in Luxembourg to a certain amount of paid leave. For a mother who has just given birth, maternity leave is 12 weeks, starting on the actual date of birth. This leave is in addition to prenatal maternity leave, which begins 8 weeks before the expected date of delivery.



PARENTAL LEAVE

Every parent is entitled to parental leave for every one of their children as long as the child has not reached the age of 6 (12 in the case of an adoption). Full-time parental leave is granted for 6 months, while part-time leave is granted for 12 months. During parental leave, the parent is entitled to an allowance paid by the Luxembourg Children's Future Fund.



A STABLE AND SAFE ENVIRONMENT

As an AAA-rated economy (the country is one of the few in the world to benefit from such a rating by all the major ratings agencies: Standard & Poor's, Fitch, Moody's, DBRS.), Luxembourg has sound public finances and is politically stable. Furthermore, the country has a strong social cohesion, a first-rate healthcare system and a large network of international schools and day care facilities.



ATTRACTIVE SOCIAL BENEFITS

When employed or self-employed in Luxembourg, you are automatically enrolled in Luxembourg's social security system. Social security contributions are split between the state, the employer and the employee, which makes the system very efficient. Despite contributions being low, benefits are high in Luxembourg and, in the vast majority of cases, extend to your family members at no additional costs.



UNEMPLOYMENT BENEFITS

As a foreign resident, you can become entitled to unemployment benefits if you have held one or more employment contracts in Luxembourg for at least 26 weeks over the 12 months prior to becoming redundant. In principle, the amount of the unemployment benefits corresponds to 80% of your previous gross salary (or 85% if you have one or more children) and is paid for a maximum period of one year.

International working environment

INTERNATIONAL AND MULTICULTURAL WORKING ENVIRONMENT

✂ With a dynamic labour market that offers a myriad of exciting job opportunities and highly competitive salaries, Luxembourg is **#2 in the world for attraction of talent.**³⁾

✂ **#1 best place for job security**⁴⁾
Luxembourg offers a stable economy, job security and a healthy work-life balance.

✂ **The local press** produces newspapers and magazines featuring articles in German, French and English. **Newspapers and magazines** are also available in the **languages of the foreign communities** with the largest numbers of inhabitants.

✂ In Luxembourg, **foreign nationals** who have lived in the country for at least **five years** can join the **electoral register** to vote in municipal elections.

✂ **The University of Luxembourg** ranks **#12 worldwide** in the *Times Higher Education (THE) Young University Rankings 2018* and is one of the most international universities in the world with more than 55% of foreign students.

✂ While the country has three officially recognised languages (Luxembourgish, French and German), English is widely spoken. **Luxembourg #1 for average number of languages spoken**⁵⁾ by the population in an EU country (3.6 languages).

✂ Almost all **films** screened in Luxembourg cinemas are shown in the **original version** with subtitles.





An European capital

Many European institutions are headquartered in Luxembourg:

- The Secretariat of the European Parliament,
- Various departments of the European Commission,
- The Court of Justice of the European Union and the General Court (EGC),
- The statistical office of the European Union (Eurostat),
- The Publications Office of the European Union,
- The European Court of Auditors,
- The European Investment Bank (EIB), and the European Investment Fund (EIF),
- The Translation Centre for the Bodies of the European Union,
- The Court of the European Free Trade Association,
- The European Financial Stability Facility (EFSF) and the European Stability Mechanism (ESM),
- The Consumers, Health, Agriculture and Food Executive Agency (Chafea),
- The Euratom Supply Agency.

Some rankings

top **3** **financial centre in the EU**
(New Financial, 2021)

3rd **best country worldwide**
for talent attraction
(IMD World Talent Ranking
2021)

top **5** **green financial centre**
worldwide
(Z/yen GGFI 8)

4th **globally** for political and
operational stability
(INSEAD, Global Innovation
Index 2021)

1st **most economically**
resilient country
worldwide
(FM Global: Global Resilience
Index 2021)

2nd **in the world** in digital
readiness
(Cisco Global Digital Readiness
Index)

1st **worldwide** for household
income and financial wealth
(OECD Better Life Index 2020)

top **3** **most attractive city**
worldwide
(AIRINC – Global 150 city Index
2021)

Conclusion

An unique offer to build your future

Thank you for your attention!
