

## September 1, 2025 Robert Oakeshott Lecture: Some Useful Estimates

<b>Closely-Held Companies</b>	<b>UK</b>	<b>US</b>
Total Employee-Owned Businesses	About 3,000	About 7,000
Total employees	250,000+	About 2.4 million
Of these: Employee Ownership Trusts	About 1,800	About 50
Of these: ESOPs	-	About 5,900
Of these: Worker Cooperatives	365	About 1000
As a % of all size categories of all firms	<1.7%	<2.5%
Average ownership share per worker		
Non-EOT employee-owned	N/A	122,000 £ <b>(ESOPs only)</b> 2,900 £ < 35 years old 13,200 £ 35-44 years old 19,160 £ 45-54 years old 25,470 £ 55-63 years old
Worker cooperatives	N/A	N/A
Average worker coop patronage	N/A	N/A
Average EOT annual dividend	2780 £	N/A
Annual profit sharing/bonus	20% of gross profits	70% receive profit sharing
<b>Listed Corporations</b>	<b>UK</b>	<b>US</b>
Total # broad-based ownership plans	1000	N/A 403 firms (ESOPs only)
Total employees in broad-based plans	N/A	N/A
Total employees in broad-based plans From 2020 to 2024	900,000	8.5 million (ESOPs)
Average value of UK broad-based plans (2020-2024)	11,500 £	
Average ESOP value in 401k saving plans		14,000 £ (8.3 m workers)
Average ESOP value in pure ESOPs		93,000 £ (200,000 workers)
Total employees with any equity compensation (non-ESOP)	N/A	About 14 million
Of this: Average ownership share/worker	N/A	67,000 £
Of this: Median ownership share/worker	N/A	11,000 £