

# EU Inc.

Why Europe needs a new legal form  
to compete in the world



# The problem: legal fragmentation in Europe

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## Why do we need an EU Inc.?

The problem is not a lack of ideas or talent in Europe, but bureaucratic and legal friction. Scaling from France to Germany or from Spain to Poland today requires adapting articles of association, dealing with different notaries, understanding local labour regulations and, often, setting up costly subsidiaries.

The EU Inc. is born to combat this fragmentation. The goal is clear: to turn the “EU Inc.” into a strong global trust brand, similar to its American counterpart, and to enable companies to grow within the Single Market without unnecessary obstacles.

TODAY	WITH THE EU INC.
27 different legal systems	One single legal form across the EU
60+ corporate forms in the EU	Digital incorporation in 48 hours
Different notaries per country	Less than €100 total cost
Costly subsidiaries for each market	No minimum share capital required
Weeks of paperwork	100% online operations

# The 5 Pillars of the Proposal

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The EU Inc. is not a cosmetic reform. If adopted, it would transform the rules of the game for any company that operates or wants to grow in the European Single Market.

**01****Speed and Digitalisation**

Set up a company from scratch in 48 hours

**02****Simplified Funding**

Speaking the language of Venture Capital

**03****The War for Talent**

A single model for stock options

**04****Single Market and Remote Work**

Full access and cross-border employment

**05****Protection and Scalability**

Legal certainty with flexibility

# Speed and Digitalisation: incorporation in 48 hours

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Bureaucracy is currently the biggest enemy when setting up a company. The proposal eliminates the most time-consuming and costly barriers to incorporating a company in Europe:

**48h**

Incorporation

**€100**

Max. total cost

**€0**

Min. capital

**100%**

Digital ops

## Agility

Incorporation through standardised digital forms. No waiting, no travel, no in-person notary.

## Cost reduction

Less than €100 as the total incorporation cost — a fraction of what it currently costs in any Member State.

## No minimum capital

Eliminates the initial capital requirement and streamlines banking procedures — a major bottleneck in countries such as Spain.

## 100% digital

Changes of partners, minutes, capital increases and amendments to the articles of association: everything online.

# Simplified Funding: the language of Venture Capital

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For a startup to scale, it needs capital. The EU Inc. is designed so that investors recognise and trust the structure from day one:

## **Standardised SAFEs**

Standard forms for early-stage investments (SAFE). Less negotiation, lower legal costs, faster round closings.

## **Flexible shares with different voting rights**

A key tool for founders to maintain control against hostile takeovers and structure the cap table with greater precision.

## **Access to institutional capital**

Facilities to attract investment from pension funds and access the European capital markets, opening up sources previously inaccessible to many startups.

# The War for Talent: a single model for stock options

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Retaining the best employees is crucial, and stock options are the key tool. The current tax fragmentation turns an options plan into a nightmare for any employee moving between different EU countries.

TODAY	WITH EU-ESO
27 different tax regimes	1 unified tax framework
Uncertainty when moving between countries	Clarity when moving between Member States
Individual legal cost per plan	Ready-to-use standard available
Competitive disadvantage vs US tech	Compete with American tech companies for talent
Employees avoid mobility due to tax risk	Mobility encouraged across the EU

## EU-ESO Model

A harmonised standard for employee share option plans valid across the entire EU. A single structure that any company and employee can understand.

# Single Market and Remote Work: full cross-border access

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The EU Inc. will have full and non-discriminatory access to the European Single Market. The major novelty: the possibility of 100% cross-border remote work.

## Cross-border remote work

Hire talent from any corner of the EU without the complications of social security or permanent establishment.

## Borderless hiring

No complex social security issues or permanent establishment. European talent, accessible from anywhere in the EU.

## Respect for national labour framework

The labour and social laws of the country of registration continue to apply in full, guaranteeing workers' rights.

## Specialised courts

Member States will create specific courts for EU Inc. disputes, providing legal certainty and predictability.

# Protection and Scalability: legal certainty with flexibility

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The proposal maintains solid guarantees for employees, partners and investors, ensuring the EU Inc. is a reliable long-term vehicle:

## **National labour law fully applicable**

The labour and social laws of the Member State of registration apply in their entirety. The flexibility of the EU Inc. does not come at the expense of workers' rights.

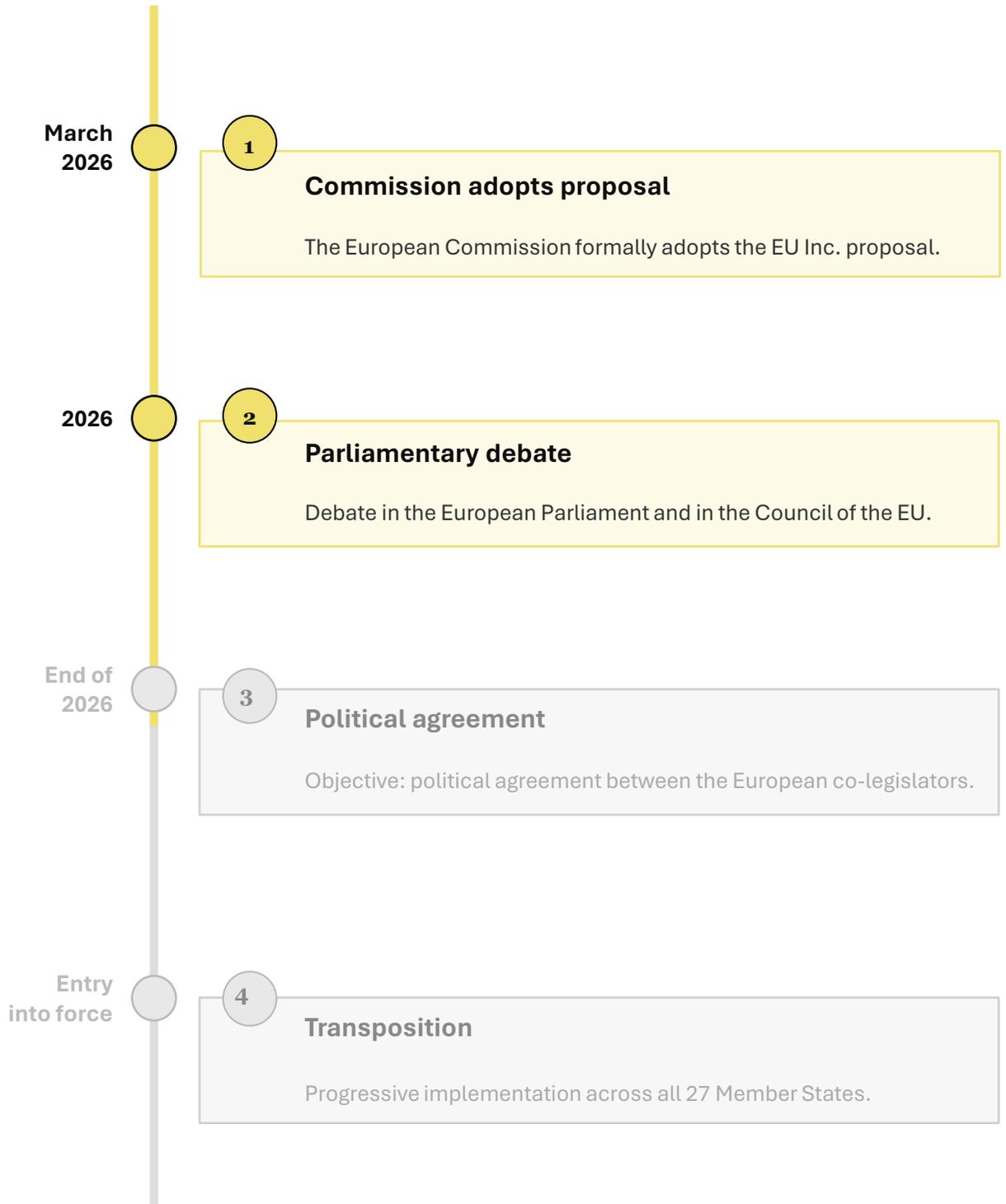
## **Simplified insolvency proceedings**

A specific and agile insolvency process for innovative startups, reducing the stigma and financial cost of business failure in Europe.

## **Conversion from national forms**

Already-incorporated companies will be able to transform into an EU Inc. without liquidating and reincorporating, protecting business continuity and their contracts.

# Next steps



■ In progress

■ Upcoming