

## ANNEXES

### Annex 1 – Participating Chambers of Commerce and Industry

**Austria:** Austrian Federal Economic Chamber  
Daniela Pirchmoser

**Lithuania:** Lithuanian Chambers of Commerce, Industry and Crafts Association  
Gediminas Rainys

**Bulgaria:** Bulgarian Chamber of Commerce and Industry  
Gabriela Dimitrova and Boryana Abadzhieva

**Luxembourg:** Chamber of Commerce of the Grand Duchy of Luxembourg  
Sidonie Paris and Christel Chatelain

**Croatia:** Croatian Chamber of Economy  
Dubravka Zubak and Hrvoje Mirošević

**Malta:** The Malta Chamber of Commerce, Enterprise and Industry  
Daniel Debono

**Cyprus:** Cyprus Chamber of Commerce and Industry  
Menelaos Xenophontos

**Montenegro:** Chamber of Economy of Montenegro  
Miljan Šestović

**Czech Republic:** Czech Chamber of Commerce  
Renée Smyčková

**Poland:** Polish Chamber of Commerce  
Monika Sasiak and Piotr Lipiec

**Estonia:** Estonian Chamber of Commerce and Industry  
Marko Udras and Kaspar Keerup

**Portugal:** Portuguese Chamber of Commerce and Industry  
João Paes Cabral

**Finland:** Finland Chamber of Commerce and Industry  
Jukka Appelqvist

**Romania:** Chamber of Commerce and Industry of Romania  
Stefan Voinea and Oana Alexe

**France:** French Chamber of Commerce and Industry  
Patrick Brière

**Serbia:** Chamber of Commerce and Industry of Serbia  
Milica Selakovic & Jovana Majstorović

**Germany:** German Chamber of Commerce and Industry  
Sebastian Titze and Dr. Jupp Zenzen

**Slovakia:** Slovak Chamber of Commerce and Industry  
Daniela Širáňová

**Greece:** Union of Hellenic Chambers of Commerce  
Vassilis Apostolopoulos and George Assonitis

**Slovenia:** Chamber of Commerce and Industry of Slovenia  
Bojan Ivanc and Darja Močnik

**Hungary:** Hungarian Chamber of Commerce and Industry  
Ágoston Horváth

**Spain:** Chamber of Commerce of Spain  
Manuel Valero

**Ireland:** Chambers Ireland  
Shane Conneely

**Sweden:** Sweden Chamber of Commerce  
Per Tryding and Tarek Zaza

**Italy:** Union of Italian Chambers of Commerce, Industry, Craft and Agriculture  
Debora Giannini

**Türkiye:** Union of Chambers and Commodity Exchanges of Turkey  
Çağrı Gürgür

**Latvia:** Latvian Chamber of Commerce and Industry  
Krišs Zvirbulis

## Annex 2 – EES2024 Questionnaire

NATIONAL SALES	EXPORT SALES
<p><b><u>Q.1 We expect that our revenue from national sales in 2024 will:</u></b></p> <p>Increase                 ( )  Remain constant         ( )  Decrease                   ( )</p>	<p><b><u>Q.2 We expect that our revenue from export sales in 2024 will:</u></b></p> <p>Increase                 ( )  Remain constant         ( )  Decrease                   ( )</p>
LABOUR	INVESTMENTS
<p><b><u>Q.3 We expect that during 2024 the size of our workforce will:</u></b></p> <p>Increase                 ( )  Remain constant         ( )  Decrease                   ( )</p>	<p><b><u>Q.4 We expect that during 2024 our level of investments will:</u></b></p> <p>Increase                 ( )  Remain constant         ( )  Decrease                   ( )</p>
BUSINESS CONFIDENCE	
<p><b><u>Q.5 We expect that during 2024, overall developments for our business will be:</u></b></p> <p>Favourable                 ( )  Remain constant             ( )  Unfavourable                 ( )</p>	
CHALLENGES	
<p><b><u>Q.6 We expect that the biggest challenge(s) for the economic development of our company in 2024 will be (max. 3 answers possible):</u></b></p> <p>Affordable access to energy and raw materials   ( )  Financing conditions (e.g. interest rates, access to finance, late payments, etc.)   ( )  Labour costs   ( )  Lack of skilled workers   ( )  Regulatory burdens   ( )  Supply chain disruptions   ( )  Sustainability requirements   ( )</p>	

## Annex 3 – Complementary tables and graphs

### Table 1. Raw results and EES2024 Indexes

	National Sales				Export Sales				Employment				Investments				Business Confidence			
	Increase	Constant	Decrease	Index	Increase	Constant	Decrease	Index	Increase	Constant	Decrease	Index	Increase	Constant	Decrease	Index	Increase	Constant	Decrease	Index
Austria	25,76	32,88	41,36	-0,47	27,05	34,08	38,88	-0,35	15,32	52,63	32,05	-0,32	20,07	41,44	38,49	-0,44	8,44	33,19	58,37	-1,50
Bulgaria	48,65	39,28	12,07	0,93	41,77	42,06	16,17	0,61	30,20	61,04	8,76	0,35	41,35	47,45	11,20	0,64	54,06	33,38	12,56	1,24
Croatia	57,94	36,47	5,59	1,44	47,56	45,86	6,58	0,89	42,24	52,95	4,81	0,71	40,75	47,87	11,38	0,61	29,11	37,32	33,57	-0,12
Cyprus	39,20	54,70	6,10	0,61	44,70	39,00	16,30	0,73	39,20	54,70	6,10	0,61	39,90	48,80	11,30	0,59	44,70	48,10	7,20	0,78
Czech Rep.	18,72	61,25	20,03	-0,02	8,31	78,49	13,20	-0,06	11,30	76,08	12,62	-0,02	15,20	57,80	27,00	-0,20	21,92	55,77	22,31	-0,01
Estonia	26,50	43,60	29,90	-0,08	25,70	47,70	26,60	-0,02	19,00	62,40	18,60	0,01	21,00	42,70	36,30	-0,36	14,10	37,20	48,70	-0,93
Finland	34,60	40,90	24,50	0,25	19,30	68,10	12,60	0,10	23,10	60,50	16,50	0,11	17,50	55,20	27,30	-0,18	23,40	43,60	32,90	-0,22
France	16,00	59,00	22,00	-0,10	2,00	4,00	2,00	0,00	7,00	91,00	2,00	0,05	10,00	76,00	13,00	-0,04	16,00	43,00	38,00	-0,51
Germany				0,00	18,00	49,00	33,00	-0,31	13,00	65,00	22,00	-0,14	24,00	45,00	31,00	-0,16	13,00	52,00	35,00	-0,42
Greece	26,05	60,70	13,25	0,21	19,43	76,16	4,41	0,20	21,63	67,99	10,38	0,17	26,04	58,50	15,46	0,18	36,64	52,32	11,04	0,49
Hungary	31,70	46,50	21,80	0,21	31,70	46,50	21,80	0,21	21,90	66,00	12,10	0,15	28,60	47,20	24,20	0,09	29,10	56,90	14,00	0,27
Ireland	35,77	43,09	21,14	0,34	27,66	68,09	4,26	0,34	26,02	60,98	13,01	0,21	23,97	55,37	20,66	0,06	33,33	43,90	22,76	0,24
Italy	30,98	48,30	20,71	0,21	30,55	54,55	14,90	0,29	19,73	71,56	8,71	0,15	24,59	61,69	13,71	0,18	42,59	45,26	12,15	0,67
Latvia	48,70	25,20	26,10	0,90	40,20	41,50	18,30	0,53	38,20	53,80	8,00	0,56	27,90	44,50	27,60	0,01	23,20	49,70	27,10	-0,08
Lithuania	36,00	41,00	23,00	0,32	23,00	52,00	25,00	-0,04	20,00	51,00	29,00	-0,18	25,00	58,00	17,00	0,14	9,00	31,00	60,00	-1,65
Luxembourg	23,19	50,86	25,95	-0,05	34,30	37,80	27,80	0,17	20,20	65,40	14,40	0,09	18,70	59,40	21,90	-0,05	8,35	52,54	39,11	-0,59
Malta	50,00	50,00	0,00	1,00	50,00	50,00	0,00	1,00	75,00	25,00	0,00	3,00	25,00	75,00	0,00	0,33	25,00	75,00	0,00	0,33
Montenegro	63,09	30,10	6,81	1,87	39,87	50,98	9,15	0,60	41,10	48,95	9,95	0,64	50,00	41,10	8,90	1,00	54,97	35,08	9,95	1,28
Poland	30,20	37,10	32,70	-0,07	29,80	45,80	24,40	0,12	25,10	51,30	23,60	0,03	28,30	39,10	32,60	-0,11	33,10	27,80	39,10	-0,22
Portugal	57,26	27,42	15,32	1,53	50,41	38,21	11,38	1,02	48,78	42,28	8,94	0,94	48,87	38,38	12,75	0,94	54,04	31,26	14,70	1,26
Romania	55,00	31,90	13,10	1,31	31,90	52,10	16,00	0,31	40,00	48,00	12,00	0,58	46,00	39,00	15,00	0,79	60,00	23,00	17,00	1,87
Serbia	36,82	48,12	15,06	0,45	37,91	51,34	10,75	0,53	12,23	39,12	48,65	-0,93	9,51	53,14	37,35	-0,52	36,19	46,72	17,09	0,41
Slovakia	29,60	46,90	23,50	0,13	35,80	40,70	23,50	0,30	25,90	58,00	16,10	0,17	39,50	35,80	24,70	0,41	9,90	46,90	43,20	-0,71
Slovenia	15,00	48,00	37,00	-0,46	28,00	40,00	32,00	-0,10	17,00	51,00	32,00	-0,29	29,00	39,00	32,00	-0,08	8,00	26,00	66,00	-2,23
Spain	40,50	40,20	19,29	0,53	45,21	44,81	9,99	0,79	15,18	73,92	10,90	0,06	27,05	51,69	21,26	0,11	25,24	44,47	30,29	-0,11
Sweden	27,00	48,00	25,00	0,04	14,00	76,00	10,00	0,05	23,00	63,00	14,00	0,14	23,00	59,00	18,00	0,08	34,00	46,00	20,00	0,30
Türkiye	59,00	34,00	7,00	1,53	62,00	31,00	7,00	1,77	57,00	39,00	4,00	1,36	49,00	46,00	5,00	0,96	53,00	42,00	5,00	1,14

**Note:** The table includes the raw data as received from the national chambers of commerce. In addition, the national EES Indexes are reported. The EES Indexes are computed as the percentage of “Increase” minus the percentage of “Decrease”, all divided by the percentage of “Constant”. A positive/negative EES Index implies that participants expect the trend to increase/decrease in comparison to the current year. German companies did not reply to the first question on National Sales.

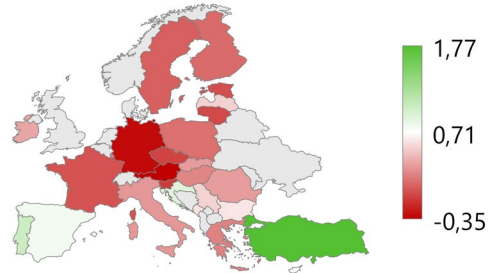
Figure 7. Country-level Expectations – EES2024 Indexes

National Sales



Powered by Bing  
© GeoNames, Microsoft, TomTom

Export Sales



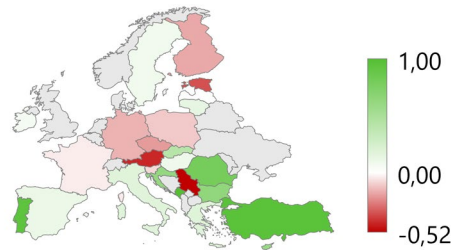
Powered by Bing  
© GeoNames, Microsoft, TomTom

Employment



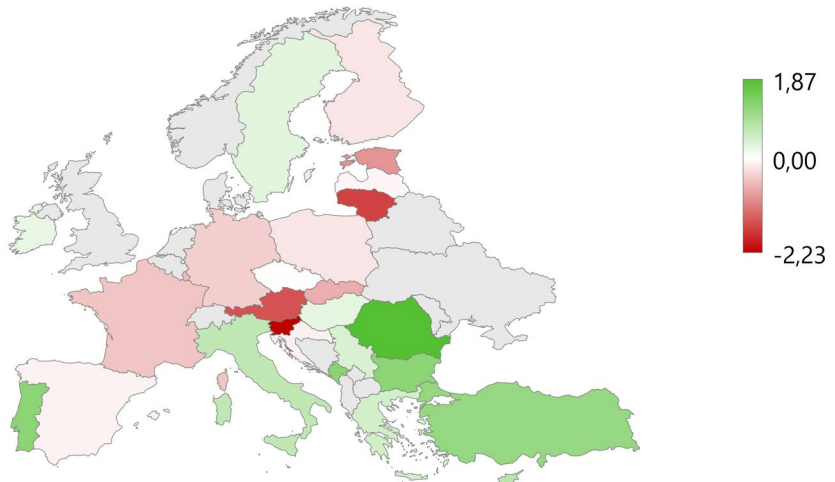
Powered by Bing  
© GeoNames, Microsoft, TomTom

Investments



Powered by Bing  
© GeoNames, Microsoft, TomTom

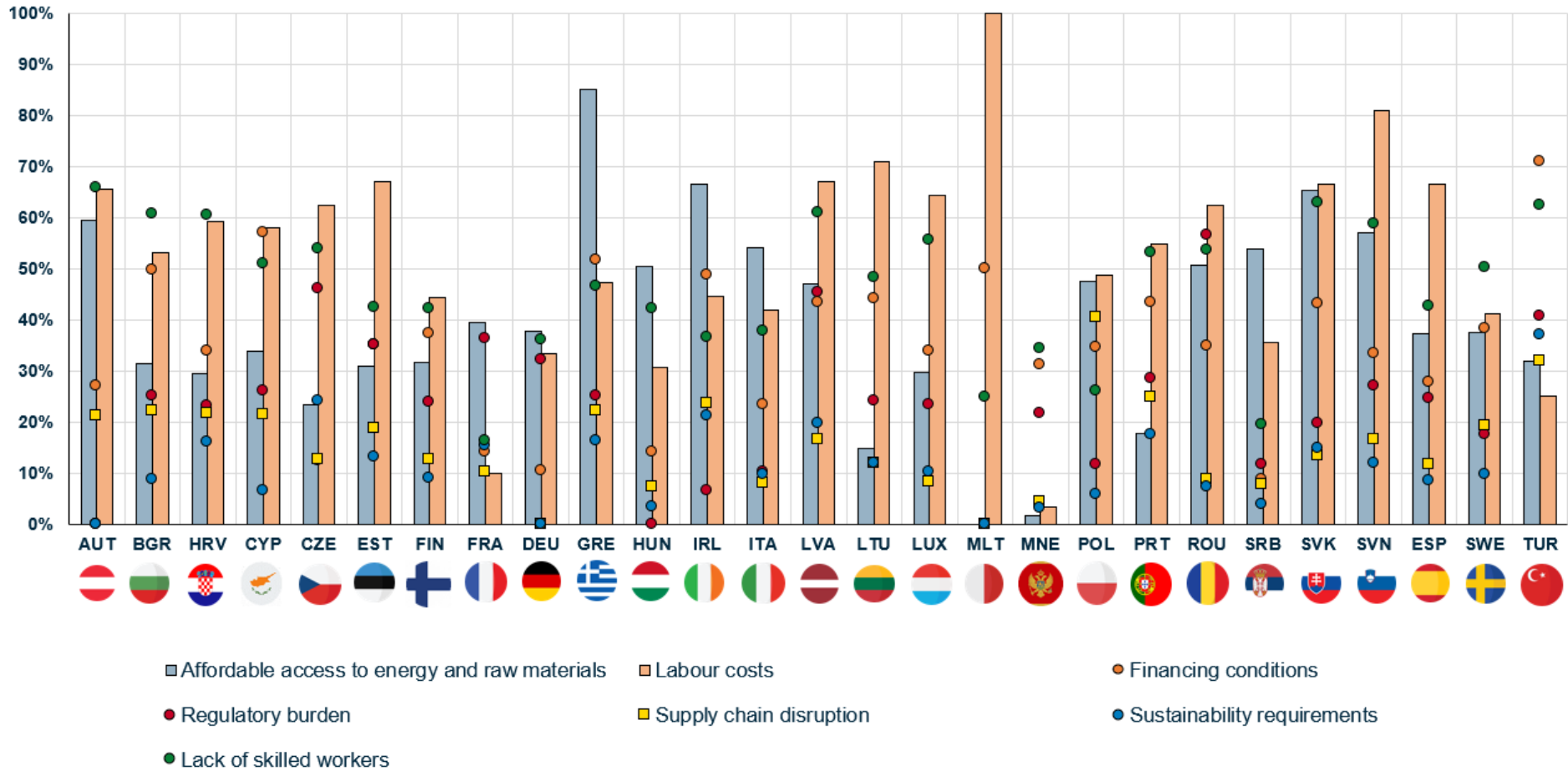
Business Confidence



Powered by Bing  
© GeoNames, Microsoft, TomTom

**Note:** According to the legend, green corresponds to a positive national expectation, while the red colour signals an expected decrease in the 2024 levels with respect to 2023 ones.

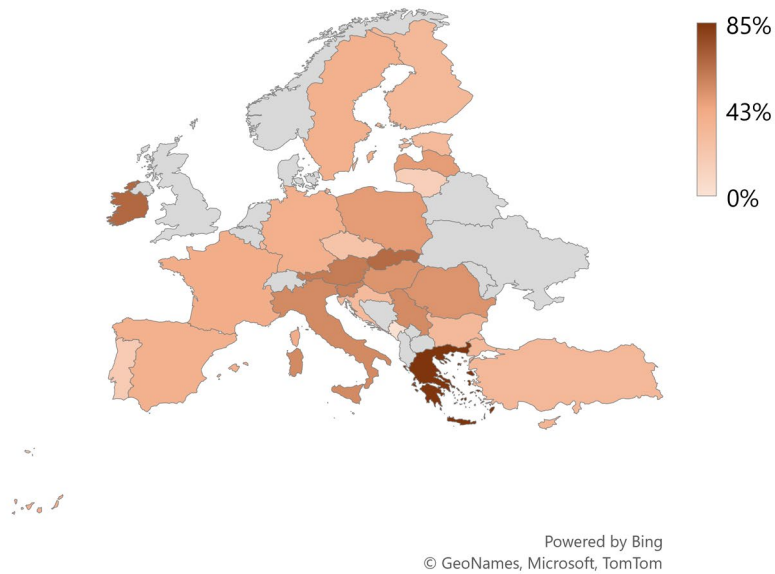
Figure 8. Main Challenges by country – EES2024



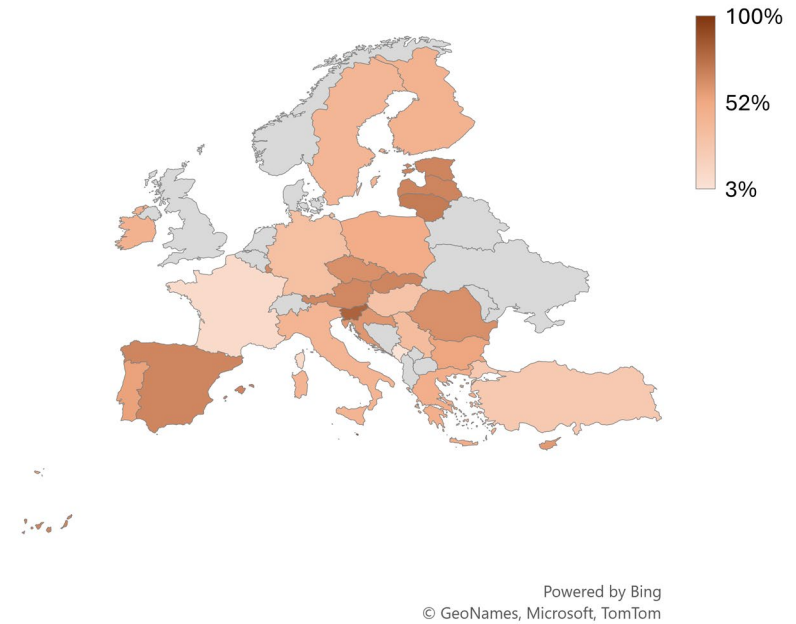
**Note:** Companies were asked – in Question 6 – to select up to three challenges that they expect to face in 2024. The percentage of companies – at the national level – selecting one of the six challenges, are presented.

Figure 9. Top 2 Challenges by country – EES2024

**Affordable access to energy and raw materials**

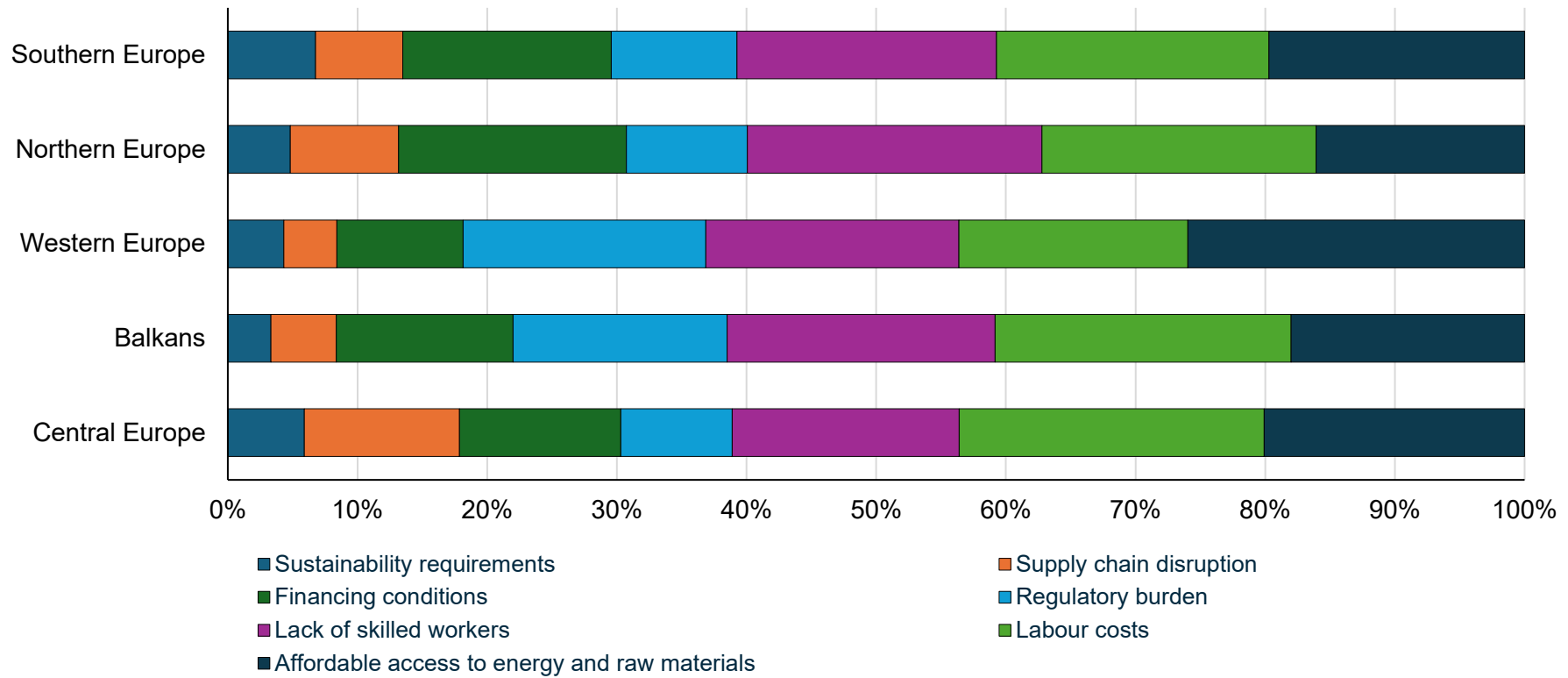


**Labour costs**



**Note:** Map of the two main challenges for companies in 2024 by country. The national mapping allows to visualize the countries with a higher degree of exposure (dark) to the expected challenge and the ones relatively less affected (light).

Figure 10. Challenges by region – EES2024



**Note:** Distribution of challenges by geographical region. The graph allows for the identification of regional trends with respect to the challenges identified in the EES2024 questionnaire.

## Annex 4 – Methodology

EES2024 is the result of a collaborative effort involving Eurochambres and 27 national chambers of commerce and industry. As a preliminary step, a standardised questionnaire is elaborated by Eurochambres, and sent to the national coordinators representing chambers, who select a representative sample of enterprises within the national territory according to criteria such as the geographic location, company size and sector.

The answers are aggregated at the national level by each chamber and then sent to Eurochambres for processing. Eurochambres collates the percentages of responses per option for each question, that is the percentage of businesses answering “*Increase*”, “*Decrease*” or “*Constant*”.

The measure used to control for the country economic dimension is the Real GDP per capita, as provided by Eurostat. A parallel analysis, performed by considering the geographic position of the surveyed businesses, provides a closer look to common regional trends.

### **More on the Survey.**

For Questions 1 to 5, Eurochambres collected the percentages of companies expecting an increase, decrease, or constant levels on five key economic factors. The percentages are then aggregated and converted into the EES Index, as explained in Box 1.

Question 6 aims to investigate the challenges European businesses will face next year from a broad perspective and according to the latest economic developments and changes in structural economic variables. Companies were asked to provide a maximum of three answers in order to create a consistent rank of the challenges. The procedure followed in the analysis of the national results ensures that the final interpretation of the EES Indexes reflects Europe’s business structure and dimension by outlying the percentage of times each factor or challenge was selected by respondents. Hence, the EES Index is used as a measure to take into account the economic dimension of the countries and the number of businesses taking part in the survey.