



EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

A faint, light orange map of Europe is visible in the background, centered behind the title text.

ANNUAL ECONOMIC SURVEY OF EMPLOYEE OWNERSHIP IN EUROPEAN COUNTRIES 2013

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

**ANNUAL
ECONOMIC SURVEY
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IN EUROPEAN COUNTRIES
2013**

By

**Marc Mathieu
European Federation of Employee Share Ownership**

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Avenue Voltaire 135, B-1030 Brussels, efes@efesonline.org

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INTRODUCTION

The capital held by employees in European companies increased by 32% to 267 billion Euro in 2013, just the same level as before the financial crisis.

Employees' stake rose to the top with 2.99%. This new increase was not mainly due to new employee share plans (some 30% of all large European companies launched new employee share plans, as usual). The main reason is due to the fact that share prices increased more in companies having higher employee ownership, leading mechanically to a higher average stake. This is remarkable.

The Survey of employee ownership in 2013 shows that still more and more of European companies organize employee share plans. In 2013, 93% of all large European companies had employee share ownership on which 85% had employee share plans of all kinds, while 53% had "broad-based" plans for all employees and 63% had stock option plans.

On the other hand, for two years now, the number of employee shareholders in Europe didn't rise anymore. This may be related to political uncertainties occurring about employee share ownership in a number of countries, including France and the UK.

Table 1

	2013	2012	2011	2010	2009	2008	2007	2006
Employee owners (thousand people)	9.420	9.430	9.530	9.270	8.910	8.630	8.070	
Employees' stake in ownership structure	2,99%	2,81%	2,92%	2,84%	2,90%	2,78%	2,69%	2,46%
Capitalisation held by employees (billion €)	267	202	239	200	166	243	277	210
% European companies having employee ownership	92,7%	92,1%	91,3%	90,6%	90,1%	84,8%	82,0%	78,1%
% European companies having broad-based plans	53,3%	52,9%	52,0%	51,1%	50,4%	49,1%	46,9%	44,0%
% European companies having stock option plans	62,9%	62,7%	62,0%	61,3%	60,7%	59,3%	57,0%	54,0%
% European companies having launched new plans	28,2%	29,3%	30,6%	28,5%	31,0%	33,9%	25,7%	

In addition to the whole information about employee ownership and employee share plans, Top Executives and common employees, this new Survey brings chapters about corporate governance and profit-sharing in European companies (including employee representation on boards and discrimination in voting rights), and a comparison between listed companies and non-listed employee-owned companies.

Employee representation on boards

Employee representation on boards is usual in many large European companies, either in Boards of Directors or in Supervisory Boards (see page 65 and following).

Employee shareholders are represented on boards in 13% of large French companies (but 29% in terms of employment). In France, employee shareholders representation on boards is thus typical in largest companies. However, it is much less frequent in other European countries.

On the other hand, employee representation on boards is usual for 36% of employees in large European companies. This is the case for 95% of employees in large companies in Austria, Germany or Slovenia. In France, it is the case for 51% of employees in large companies (just over the European average), while it is only the case for 2.3% in the UK... and 0% in Italy.

Employee representation on boards is highly sophisticated in France. Altogether employee representatives are present on boards covering 51% of employment in large companies. This is through unions or workers councils for 36% and it is for 29% through employee shareholders representatives (while both unions or workers councils and employee shareholders are present in 14% of cases).

Profit-sharing

Except in France (where it is by law), European listed companies mentioning profit-sharing are in very small numbers, - only 7,3% of all large listed companies (see page 80 and following).

Employee shareholders' voting rights

In most European countries, no discrimination can be observed for or against employee shareholders' voting rights. However, significant discrimination can well be observed in six countries (see page 83 and following).

Employee shareholders' voting rights are generally multiplied in France due to the fact that shares enjoy a double voting right when held for at least two years.

At the contrary, employee shareholders' voting rights suffer negative discrimination in five other countries: Denmark, Germany, Finland, Netherlands, Sweden. Typical cases here are companies issuing two classes of shares, A-shares with 10 votes and B-shares with 1 vote. Controlling owners hold high voting shares but employee share plans are based on low voting ones. This way, employee shareholders' voting rights are severely discriminated, in up to 45% of large companies in Sweden. Employee shareholders' voting rights are generally reduced by some 30% in Denmark, in Finland and in Sweden compared with the one-share-one-vote rule.

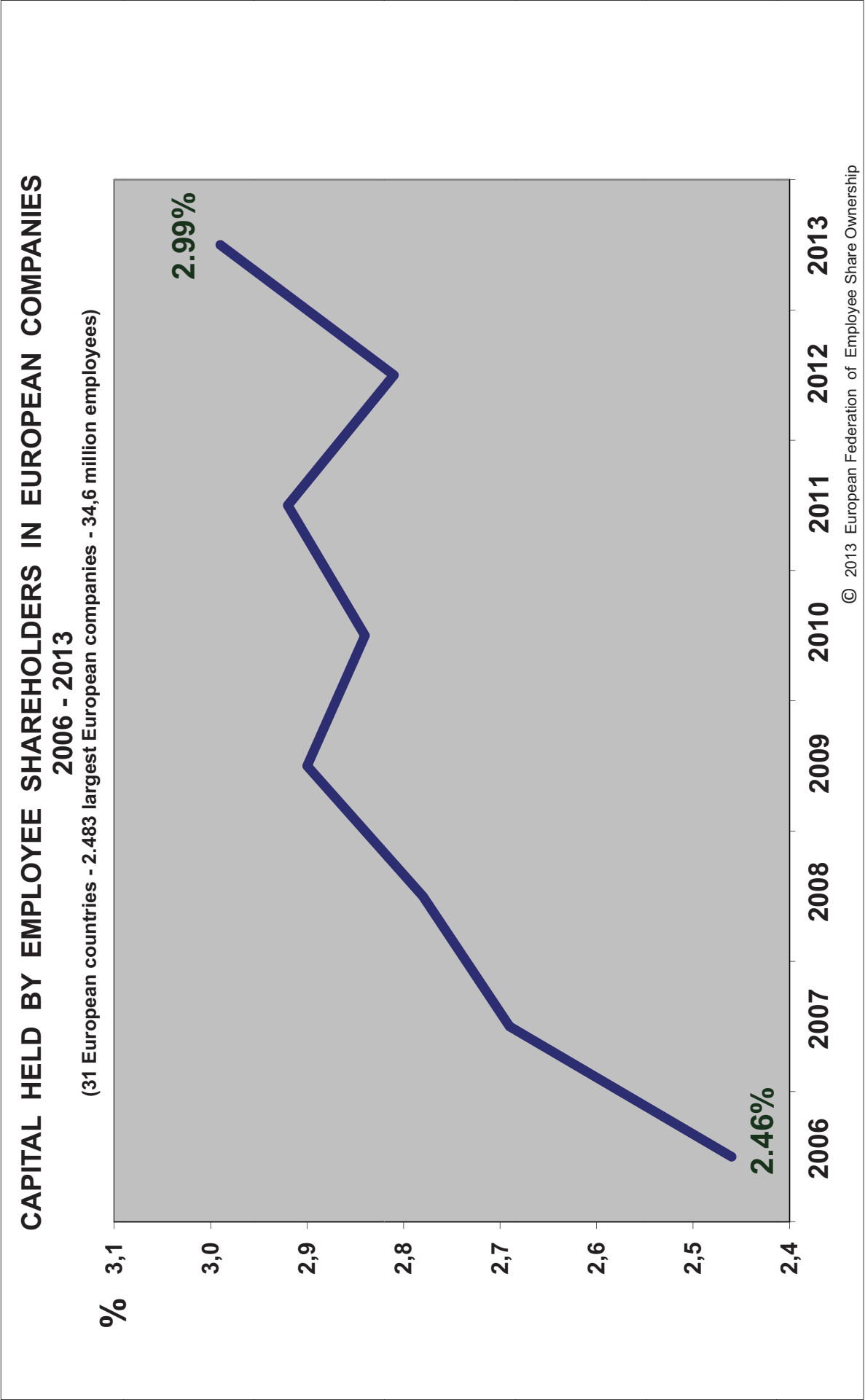
Listed companies and non-listed employee-owned companies

It has sometimes been suggested since the financial crisis that non-listed employee-owned companies could be more resilient than listed ones. The systematic comparison between both sectors brings more information (see page 86 and following).

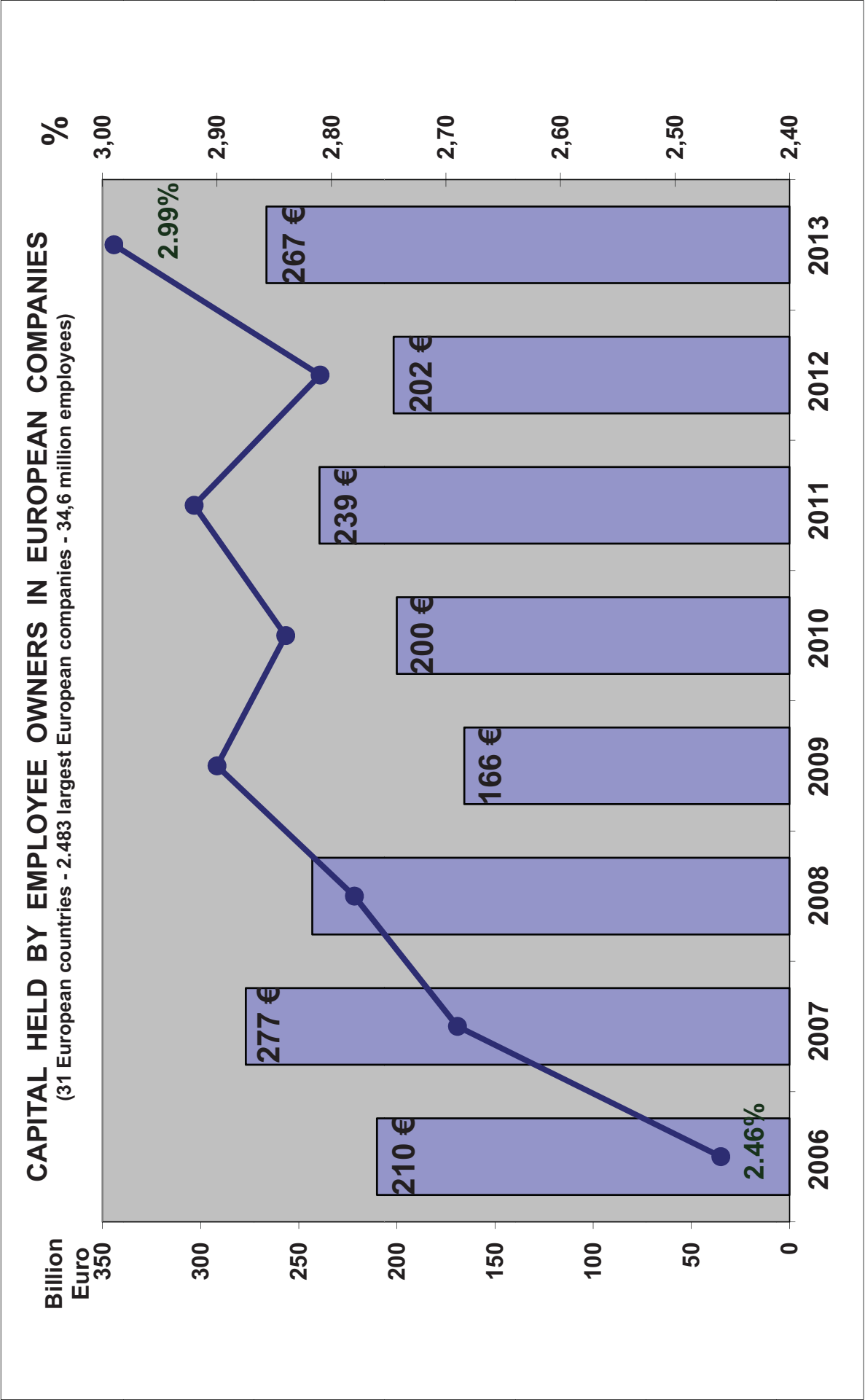
Database of employee ownership in European companies

This Survey is based on a full database, including each of all large European listed companies (i.e. 2.195 companies, 25% of all European listed companies, but 97% of the whole capitalization and 94% in terms of employment) and each of all large European non-listed employee-owned companies (the 286 employee-owned companies employing 100 persons or more). All information in the EFES database is based on companies' Annual Reports (see page 96 and following).

Graph 1

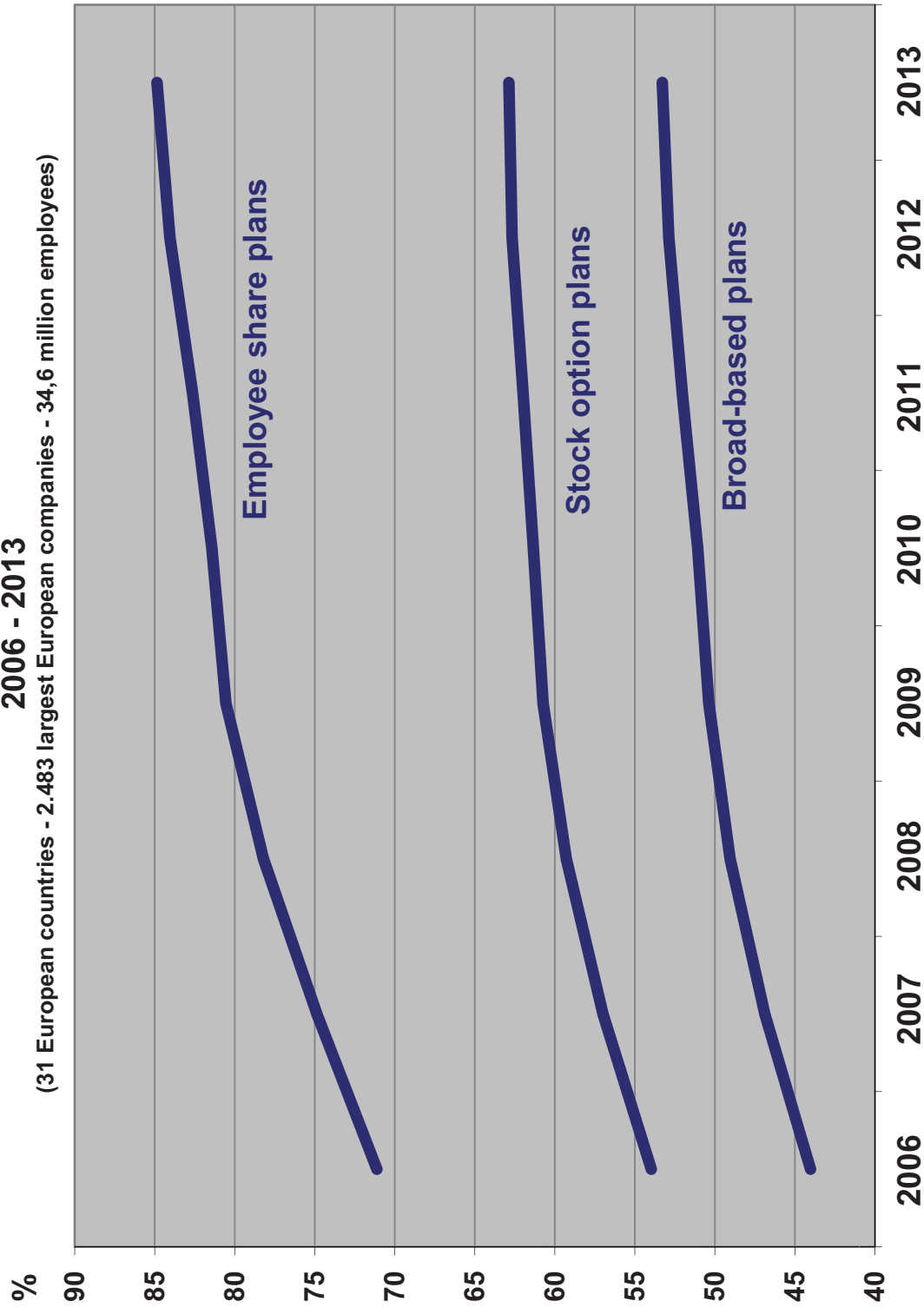


Graph 2

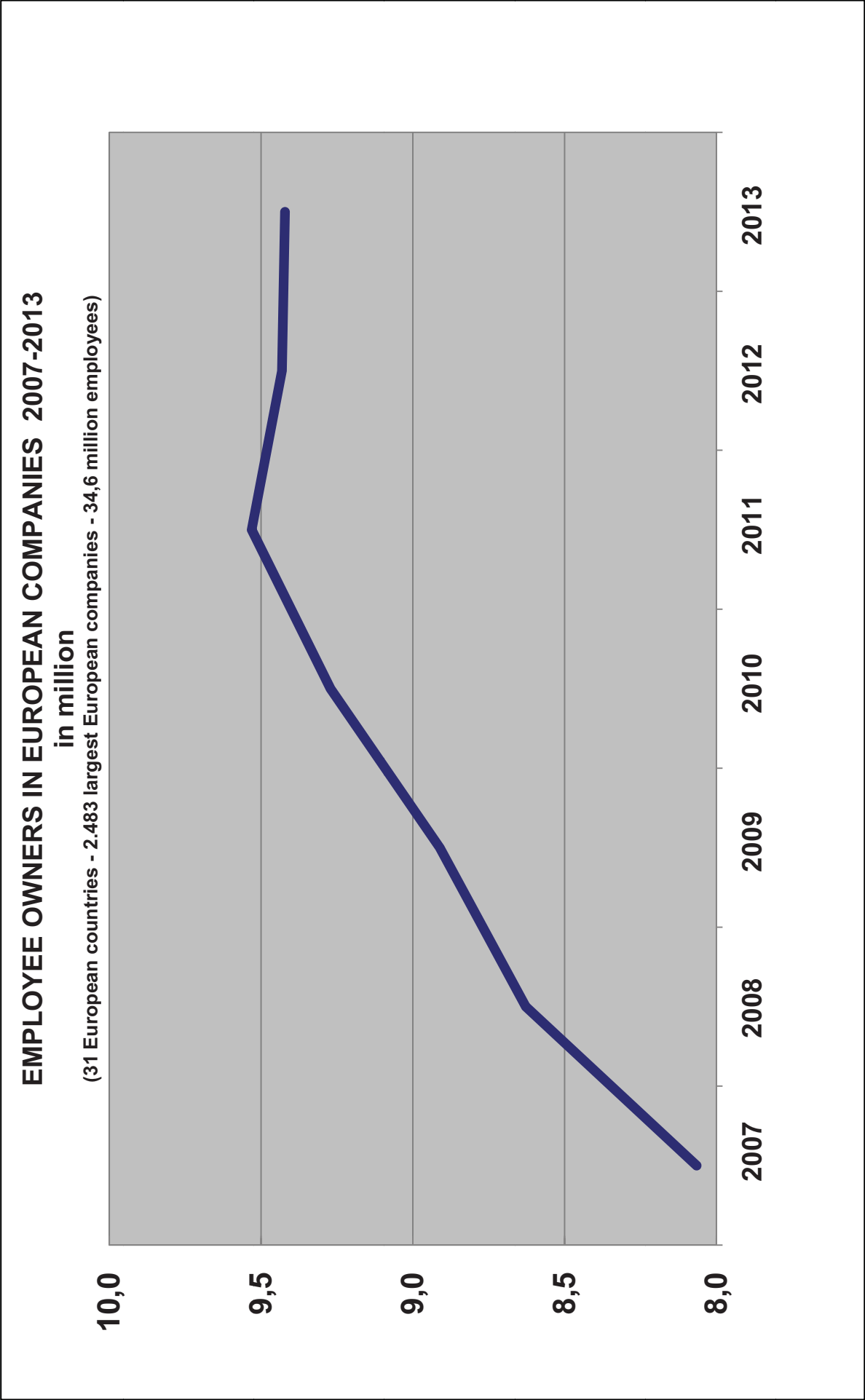


% OF LARGE EUROPEAN COMPANIES HAVING EMPLOYEE SHARE PLANS **2006 - 2013**

(31 European countries - 2.483 largest European companies - 34,6 million employees)



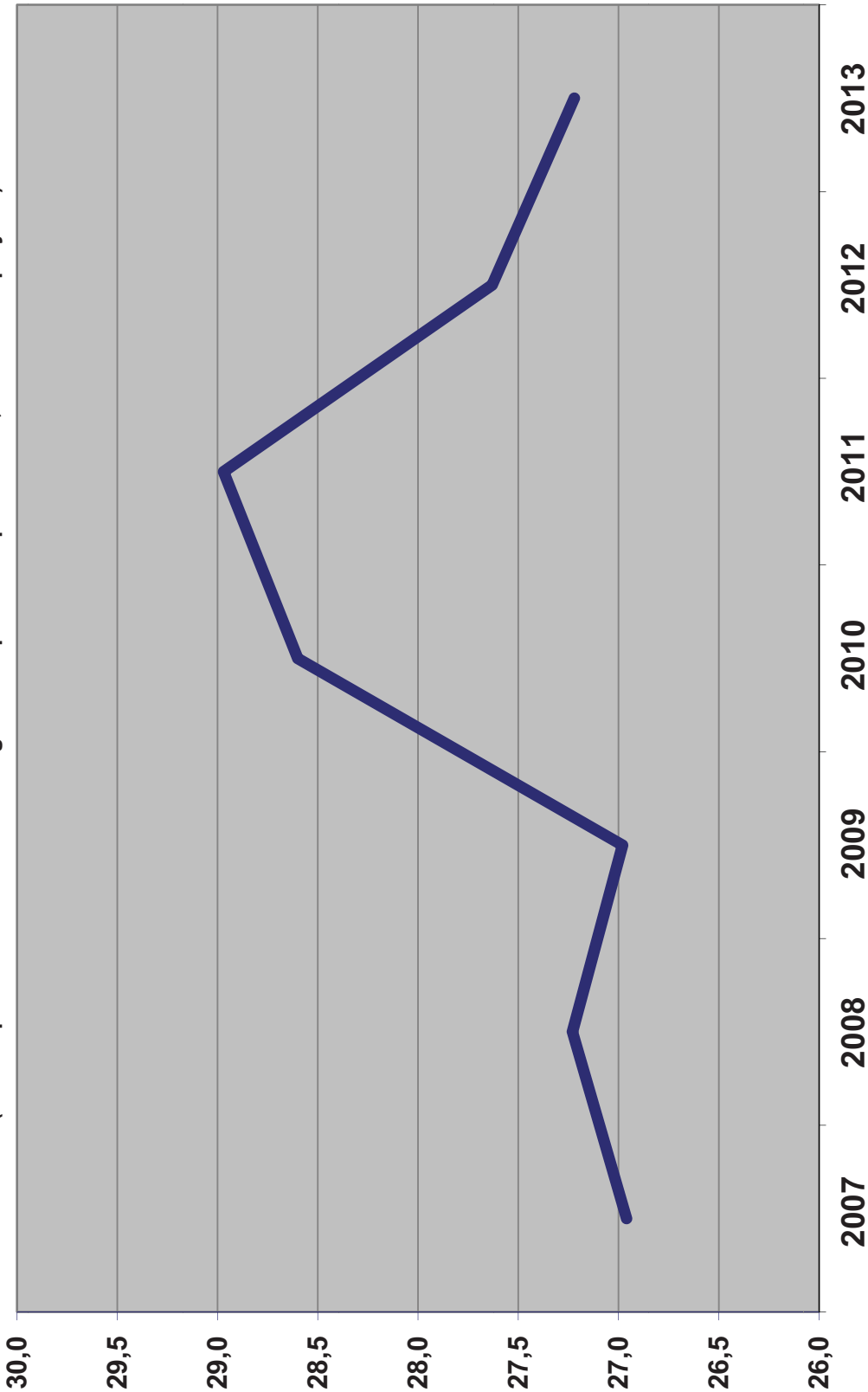
Graph 4



DEMOCRATIZATION RATE OF EMPLOYEE OWNERSHIP IN EUROPE 2007-2013

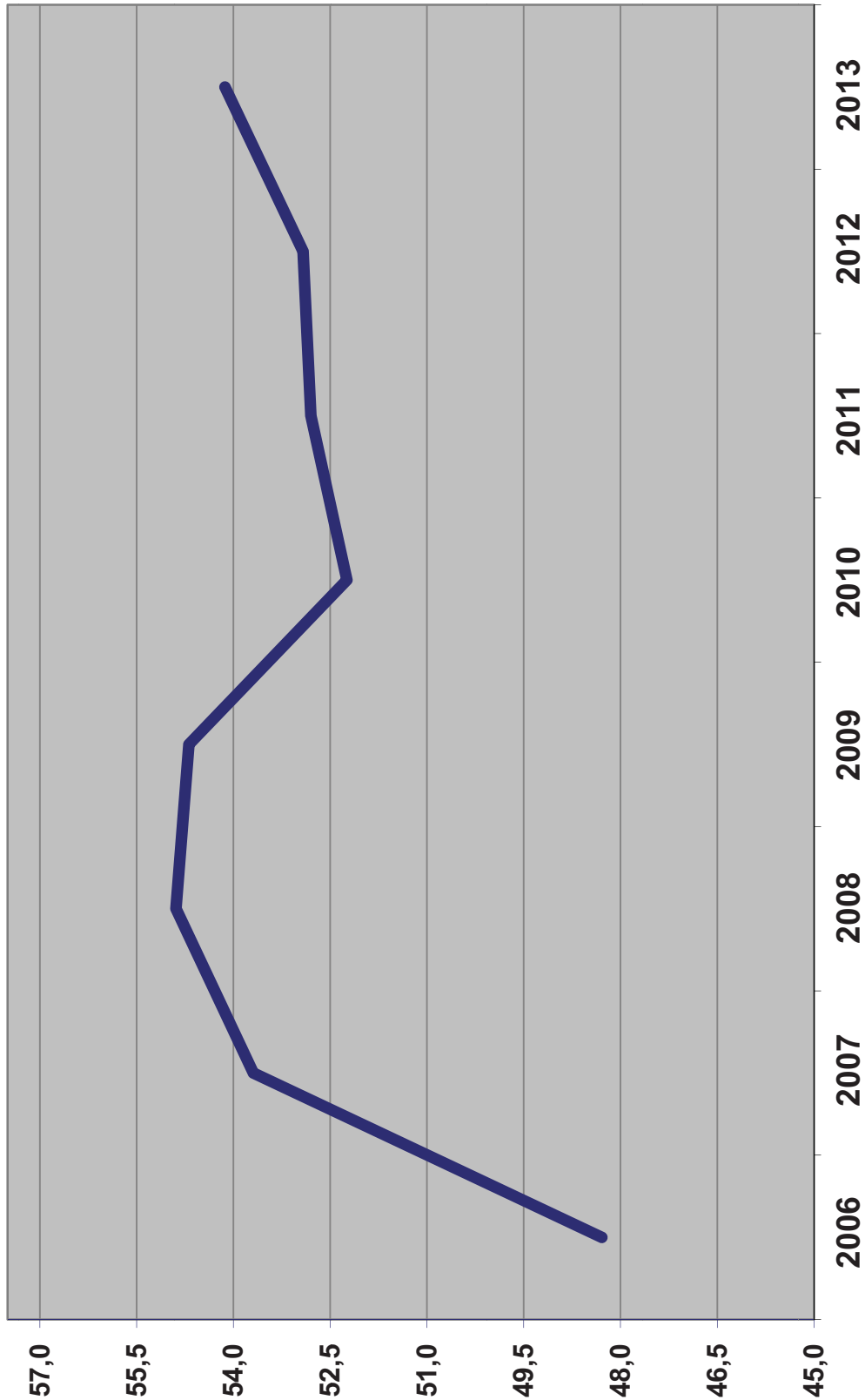
= % OF EMPLOYEE OWNERS / ALL EMPLOYEES

(31 European countries - 2.483 largest European companies - 34,6 million employees)



**% EUROPEAN COMPANIES HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP
FROM 2006 TO 2013**

(31 European countries - 2.483 largest European companies - 34,6 million employees)



Tables 2-4: Main data about employee share ownership, 2006-2013

Description	2013	2012	2011	2010	2009	2008	2007	2006
Employees' share in ownership structure (%)	2,99%	2,81%	2,92%	2,84%	2,90%	2,78%	2,69%	2,46
Capitalisation held by all employees (billion Euro)	267 €	202 €	239 €	200 €	166 €	243 €	277 €	210 €
% Variation	+32,1%	-15,8%	+19,7%	+20,8%	-31,9%	-12,2%	+31,7%	

Description	2013	2012	2011	2010	2009	2008	2007
Employee owners (numbers)	9.421.045	9.431.461	9.531.461	9.270.606	8.910.984	8.627.654	8.065.094
% Variation	-0,1%	-1,0%	+2,8%	+4,0%	+3,3%	+7,0%	
Employee owners in % of all employees	27,2%	27,6%	29,0%	28,6%	27,0%	27,2%	27,0%

Description	
Date of first employee share plan	1.996
Date of first employee share plan (listed companies only)	1.999

Tables 5-6: Main data about large European companies, 2006-2013

	2013	2012	2011	2010	2009	2008	2007	2006
Companies (number)	2.483	2.483	2.483	2.483	2.483	2.483	2.483	2.483
Market capitalisation (billion €)	8.910 €	7.179 €	8.203 €	7.045 €	5.714 €	8.759 €	10.310 €	8.557 €
% Variation	+24,1%	-12,5%	+16,4%	+23,3%	-34,8%	-15,0%	+20,5%	
Employees numbers	34.611.132	34.135.957	32.904.368	32.413.522	33.023.327	31.686.401	29.911.203	28.096.119
% Variation	+1,4%	+3,7%	+1,5%	-1,9%	+4,2%	+5,9%	+6,5%	

	2013	2012	2011	2010	2009	2008	2007
Market capitalisation	+24,1%	-12,5%	+16,4%	+23,3%	-34,8%	-15,0%	+20,5%
Employees numbers	+1,4%	+3,7%	+1,5%	-1,9%	+4,2%	+5,9%	+6,5%

Tables 7-8: Main data about employee share plans, 2006-2013

ALL COMPANIES

Description	2013	2012	2011	2010	2009	2008	2007	2006
% of all Companies								
% Companies having employee ownership	92,7%	92,1%	91,3%	90,6%	90,1%	84,8%	82,0%	78,1%
% Companies having employee share plans	84,9%	84,1%	82,6%	81,4%	80,6%	78,2%	74,9%	71,1%
% Companies having broad-based employee share plans	53,3%	52,9%	52,0%	51,1%	50,4%	49,1%	46,9%	44,0%
% Companies having stock options	62,9%	62,7%	62,0%	61,3%	60,7%	59,3%	57,0%	54,0%
% Companies having launched new employee share plans in year	28,2%	29,3%	30,6%	28,5%	31,0%	33,9%	25,7%	
Number of Companies								
Companies having employee ownership	2.302	2.287	2.268	2.250	2.238	2.105	2.037	1.940
Companies having employee share plans	2.107	2.087	2.052	2.022	2.000	1.942	1.859	1.766
Companies having broad-based employee share plans	1.323	1.313	1.292	1.268	1.251	1.218	1.164	1.093
Companies having stock options	1.561	1.556	1.539	1.523	1.508	1.472	1.415	1.340
Companies having launched new employee share plans in year	699	727	759	707	769	841	639	
Variation								
Companies having employee ownership	+0,7%	+0,8%	+0,8%	+0,5%	+6,3%	+3,3%	+5,0%	
Companies having employee share plans	+1,0%	+1,7%	+1,5%	+1,1%	+3,0%	+4,5%	+5,3%	
Companies having broad-based employee share plans	+0,8%	+1,6%	+1,9%	+1,4%	+2,7%	+4,6%	+6,5%	
Companies having stock options	+0,3%	+1,1%	+1,1%	+1,0%	+2,4%	+4,0%	+5,6%	
Companies having launched new employee share plans in year	-3,9%	-4,2%	+7,4%	-8,1%	-8,6%	+31,6%		

LISTED COMPANIES

Description	2013	2012	2011	2010	2009	2008	2007	2006
% of listed Companies								
% Listed Companies having employee ownership	92,0%	91,3%	90,5%	89,7%	89,2%	83,2%	80,1%	76,1%
% Listed Companies having employee share plans	83,0%	82,2%	80,7%	79,3%	78,4%	75,8%	72,0%	67,8%
% Listed Companies having broad-based employee share plans	47,7%	47,2%	46,3%	45,2%	44,5%	43,1%	40,6%	37,5%
% Listed Companies having stock options	70,7%	70,5%	69,7%	69,0%	68,3%	66,7%	64,1%	60,6%
Number of listed Companies								
Listed Companies having employee ownership	2.019	2.004	1.987	1.969	1.957	1.827	1.759	1.671
Listed Companies having employee share plans	1.822	1.804	1.771	1.741	1.720	1.663	1.580	1.489
Listed Companies having broad-based employee share plans	1.046	1.036	1.017	993	977	945	892	822
Listed Companies having stock options	1.552	1.547	1.530	1.514	1.499	1.464	1.407	1.331
% Variation								
Listed Companies having employee ownership	+0,7%	+0,9%	+0,9%	+0,6%	+7,1%	+3,9%	+5,3%	
Listed Companies having employee share plans	+1,0%	+1,9%	+1,7%	+1,2%	+3,4%	+5,3%	+6,1%	
Listed Companies having broad-based employee share plans	+1,0%	+1,9%	+2,4%	+1,6%	+3,4%	+5,9%	+8,5%	
Listed Companies having stock options	+0,3%	+1,1%	+1,1%	+1,0%	+2,4%	+4,1%	+5,7%	

Table 9: Main data about employee share plans, 2006-2013

% of European Companies	2013	2012	2011	2010	2009	2008	2007	2006
Having employee ownership	92,7%	92,1%	91,3%	90,6%	90,1%	84,8%	82,0%	78,1%
Having employee share plans	84,9%	84,1%	82,6%	81,4%	80,6%	78,2%	74,9%	71,1%
Having broad-based employee share plans	53,3%	52,9%	52,0%	51,1%	50,4%	49,1%	46,9%	44,0%
Having stock options	62,9%	62,7%	62,0%	61,3%	60,7%	59,3%	57,0%	54,0%
Having launched new employee share plans in year	28,2%	29,3%	30,6%	28,5%	31,0%	33,9%	25,7%	

Tables 10-11: Main data about employees' stake, 2006-2013

ALL COMPANIES (listed and non-listed)								
Description	2013	2012	2011	2010	2009	2008	2007	2006
% of companies								
% Companies having EO>1% in ownership structure ("significant" ownership)	54,1%	52,9%	52,8%	52,2%	54,7%	54,9%	53,7%	48,3%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,3%	27,5%	28,0%	28,1%	28,8%	28,7%	29,0%	27,6%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,3%	20,6%	20,7%	20,6%	21,4%	20,9%	21,0%	19,8%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,5%	14,7%	14,8%	14,7%	14,9%	14,9%	15,3%	14,3%
Numbers								
Companies having EO>1% in ownership structure ("significant" ownership)	1.344	1.314	1.311	1.297	1.358	1.363	1.333	1.199
Companies having EO>6% in ownership structure ("strategic" ownership)	677	682	696	697	714	713	720	686
Companies having EO>20% in ownership structure ("determining" ownership)	504	511	513	511	530	519	521	492
Companies having EO>50% in ownership structure ("controlling" ownership)	360	365	368	365	369	371	380	356
Variation								
Companies having EO>1% in ownership structure ("significant" ownership)	+2,3%	-0,2%	+1,1%	-4,5%	-0,4%	+2,3%	+11,2%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-0,7%	-2,0%	-0,1%	-2,4%	+0,1%	-1,0%	+5,0%	
Companies having EO>20% in ownership structure ("determining" ownership)	-1,4%	-0,4%	+0,4%	-3,6%	+2,1%	-0,4%	+5,9%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,4%	-0,8%	+0,8%	-1,1%	-0,5%	-2,4%	+6,7%	

LISTED COMPANIES ONLY								
Description	2013	2012	2011	2010	2009	2008	2007	2006
% of companies								
% Companies having EO>1% in ownership structure ("significant" ownership)	48,3%	47,0%	46,9%	46,3%	490,7%	49,3%	48,0%	42,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	18,0%	18,2%	18,9%	19,0%	19,7%	19,7%	20,1%	18,6%
% Companies having EO>20% in ownership structure ("determining" ownership)	10,2%	10,5%	10,7%	10,6%	11,4%	10,9%	11,1%	9,8%
% Companies having EO>50% in ownership structure ("controlling" ownership)	3,9%	4,1%	4,3%	4,2%	4,3%	4,3%	4,8%	3,8%
Numbers								
Companies having EO>1% in ownership structure ("significant" ownership)	1.061	1.031	1.030	1.016	1.077	1.083	1.053	921
Companies having EO>6% in ownership structure ("strategic" ownership)	395	400	415	416	433	433	440	408
Companies having EO>20% in ownership structure ("determining" ownership)	224	231	235	233	250	240	243	216
Companies having EO>50% in ownership structure ("controlling" ownership)	85	90	94	92	95	94	105	84
Variation								
Companies having EO>1% in ownership structure ("significant" ownership)	+2,9%	+0,1%	+1,4%	-5,7%	-0,6%	+2,8%	+14,3%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-1,3%	-3,6%	-0,2%	-3,9%	+0,0%	-1,6%	+7,8%	
Companies having EO>20% in ownership structure ("determining" ownership)	-3,0%	-1,7%	+0,9%	-6,8%	+4,2%	-1,2%	+12,5%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-5,6%	-4,3%	+2,2%	-3,2%	+1,1%	-10,5%	+25,0%	

Tables 12-13: Employees' stake in large European companies in 2013

%EO	TYPES	ALL COMPANIES	
- 1%	insignificant	45,9%	1.139
+ 1%	significant	54,1%	1.344
+ 6%	strategic	27,3%	677
+ 20%	determining	20,3%	504
+ 50%	controlling	14,5%	360
		100 %	2.483

%EO	TYPES	LISTED COMPANIES	
- 1%	insignificant	51,7%	1.134
+ 1%	significant	48,3%	1.061
+ 6%	strategic	18,0%	395
+ 20%	determining	10,2%	224
+ 50%	controlling	3,9%	85
		100 %	2.195

Table 14: All large European companies compared to large listed companies only

COMPARING ALL COMPANIES VERSUS LISTED COMPANIES ONLY			
Description (Year 2012/13)	All Companies	Listed Companies	Non-listed
Companies numbers	2.483	2.195	288
Employees numbers	34.611.132	33.885.637	725.495
Employee owners (numbers)	9.421.045	9.018.731	402.314
Employee owners in % of all employees	27,2%	26,6%	55,5%
Companies having employee ownership	2.302	2.019	283
Companies having employee share plans	2.107	1.822	285
Companies having broad-based employee share plans	1.323	1.046	277
Companies having stock options	1.561	1.552	9
Companies having published employees' share in ownership structure	368	245	123
Companies having EO>1% in ownership structure ("significant" ownership)	1.344	1.061	283
Companies having EO>6% in ownership structure ("strategic" ownership)	677	395	282
Companies having EO>20% in ownership structure ("determining" ownership)	504	224	280
Companies having EO>50% in ownership structure ("controlling" ownership)	360	85	275
% Companies having employee ownership	92,7%	92,0%	98,3%
% Companies having employee share plans	84,9%	83,0%	99,0%
% Companies having broad-based employee share plans	53,3%	47,7%	96,2%
% Companies having stock options	62,9%	70,7%	3,1%
% Companies having published employees' share in ownership structure	14,8%	11,2%	42,7%
% Companies having EO>1% in ownership structure ("significant" ownership)	54,1%	48,3%	98,3%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,3%	18,0%	97,9%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,3%	10,2%	97,2%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,5%	3,9%	95,5%

Table 15: Employee owners in European companies by country, 2007-2013

Countries	EMPLOYEE OWNERS IN EUROPEAN COMPANIES (31 countries - 2.483 largest European companies - 34,6 million employees)							
	% variation from 2007 to 2013	Employee owners 2013	Employee owners 2012	Employee owners 2011	Employee owners 2010	Employee owners 2009	Employee owners 2008	Employee owners 2007
AT	5,1%	112.065	114.421	109.269	110.360	106.770	107.877	108.907
BE	-49,5%	51.634	57.891	83.558	97.887	108.789	124.942	114.590
BG	-3,1%	286	289	288	293	298	304	298
CH	0,3%	302.080	304.040	302.010	314.072	331.026	321.648	303.261
CY	-50,7%	4.528	4.535	4.578	14.453	14.464	9.648	9.200
CZ	-13,7%	5.953	6.010	6.074	6.615	6.670	6.846	6.960
DA	49,7%	72.940	73.073	76.390	70.584	73.538	65.422	48.803
DE	-9,4%	913.342	951.458	984.580	1.063.842	1.032.353	1.004.228	1.050.243
EE	ns	33	32	33	11	11	11	20
ES	76,3%	223.016	224.439	230.725	198.431	183.767	186.477	127.294
FI	-10,4%	121.773	131.387	138.673	140.472	170.360	166.077	146.627
FR	36,9%	3.707.935	3.639.484	3.636.453	3.449.313	3.158.641	2.967.598	2.658.766
GR	-13,9%	35.230	36.354	40.129	42.218	44.996	46.204	42.209
HR	ns	7.325	7.585	7.815	7.745	7.835	17.364	1.202
HU	10,1%	9.902	9.771	9.780	8.730	8.612	9.039	8.878
IE	-23,5%	35.572	36.816	38.879	41.182	42.157	46.237	48.150
IS	-51,1%	487	396	430	430	480	652	809
IT	1,4%	172.404	186.807	203.216	205.700	210.870	204.887	184.196
LT	ns	5	9	15	17	20	25	16
LU	42,0%	945	852	756	443	472	388	600
LV	-50,0%	173	200	220	270	300	300	400
MT	-28,2%	2.185	2.285	2.285	2.289	2.289	2.203	3.182
NL	6,9%	362.131	382.222	399.344	340.488	328.803	335.316	357.453
NO	-3,6%	67.604	70.955	79.593	86.091	81.501	74.738	73.613
PL	197,8%	108.732	116.613	92.913	93.223	65.688	9.661	39.158
PT	-12,1%	20.042	20.451	21.302	21.331	23.174	23.035	23.254
RO	ns	38.870	69.862	70.403	76	37	13	18
SK	-73,8%	201	199	290	303	426	762	762
SL	-28,3%	6.133	6.923	7.819	8.506	8.930	9.009	9.656
SV	32,9%	585.681	566.985	554.619	495.378	490.998	485.247	426.609
UK	6,1%	2.451.840	2.409.117	2.429.024	2.449.854	2.406.709	2.401.496	2.269.961
TOTAL 31	16,9%	9.421.045	9.431.461	9.531.461	9.270.606	8.910.984	8.627.654	8.065.094
13 NMS - PL	165,3%	75.593	107.700	109.600	49.307	49.892	55.524	40.592

Table 16: Capitalisation held by employees in large European companies, 2006-2013

CAPITALISATION HELD BY EMPLOYEES								
Description	2013	2012	2011	2010	2009	2008	2007	2006
Capitalisation held by all employees (billion Euro)	267 €	202 €	239 €	200 €	166 €	243 €	277 €	210 €
% Variation	+32,1%	-15,8%	+19,7%	+20,8%	-31,9%	-12,2%	+31,7%	
Employees (million)	34,6	34,1	32,9	32,4	33,0	31,7	29,9	28,1
Average capitalisation held by employee	7.700 €	5.900 €	7.300 €	6.200 €	5.000 €	7.700 €	9.300 €	7.500 €
Employee owners (million)	9,4	9,4	9,5	9,3	8,9	8,6	8,1	7,8
Average capitalisation held by each employee owner	28.300 €	21.400 €	25.100 €	21.600 €	18.600 €	28.200 €	34.300 €	26.400 €
% Variation	+32,3%	-14,9%	+16,4%	+16,1%	-34,0%	-17,9%	+30,0%	

Table 17: Capitalisation held by employees in large European companies: Top Executives and common employees, 2007-2013

TOP EXECUTIVES			VERSUS COMMON EMPLOYEES						
Description			2013	2012	2011	2010	2009	2008	2007
Capitalisation held by all employees	(billion Euro)	EO	267,0	202,0	239,0	200,0	166,0	243,0	277,0
Capitalisation held by Executive employees	(billion Euro)	EXEC	113,9	86,3	103,2	83,7	65,6	100,4	113,2
Capitalisation held by non-executive employees	(billion Euro)	NonEXEC	152,6	115,4	136,2	116,4	100,0	142,8	163,6
Executives' share in capitalisation held by all employees		EXEC	42,7%	42,7%	43,2%	41,9%	39,5%	41,3%	40,9%
Non-executives' share in capitalisation held by all employees		NonEXEC	57,2%	57,1%	57,0%	58,2%	60,2%	58,8%	59,1%
Average capitalisation held by each employee owner		EO	28.300 €	21.400 €	25.100 €	21.600 €	18.600 €	28.200 €	34.300 €
Average capitalisation held by each Executive		EXEC	12.850.000 €	9.600.000 €	11.600.000 €	9.450.000 €	7.400.000 €	11.300.000 €	12.750.000 €
Average capitalisation held by each non-executive employee owner		NonEXEC	16.200 €	12.200 €	14.300 €	12.600 €	11.200 €	16.600 €	20.300 €
Employees' stake in ownership structure		EO	2,99%	2,81%	2,92%	2,84%	2,90%	2,78%	2,69%
Executive employees' stake in ownership structure		EXEC	1,28%	1,20%	1,26%	1,19%	1,15%	1,15%	1,10%
Non-executive employees' stake in ownership structure		NonEXEC	1,71%	1,61%	1,66%	1,65%	1,75%	1,63%	1,59%

Graph 7

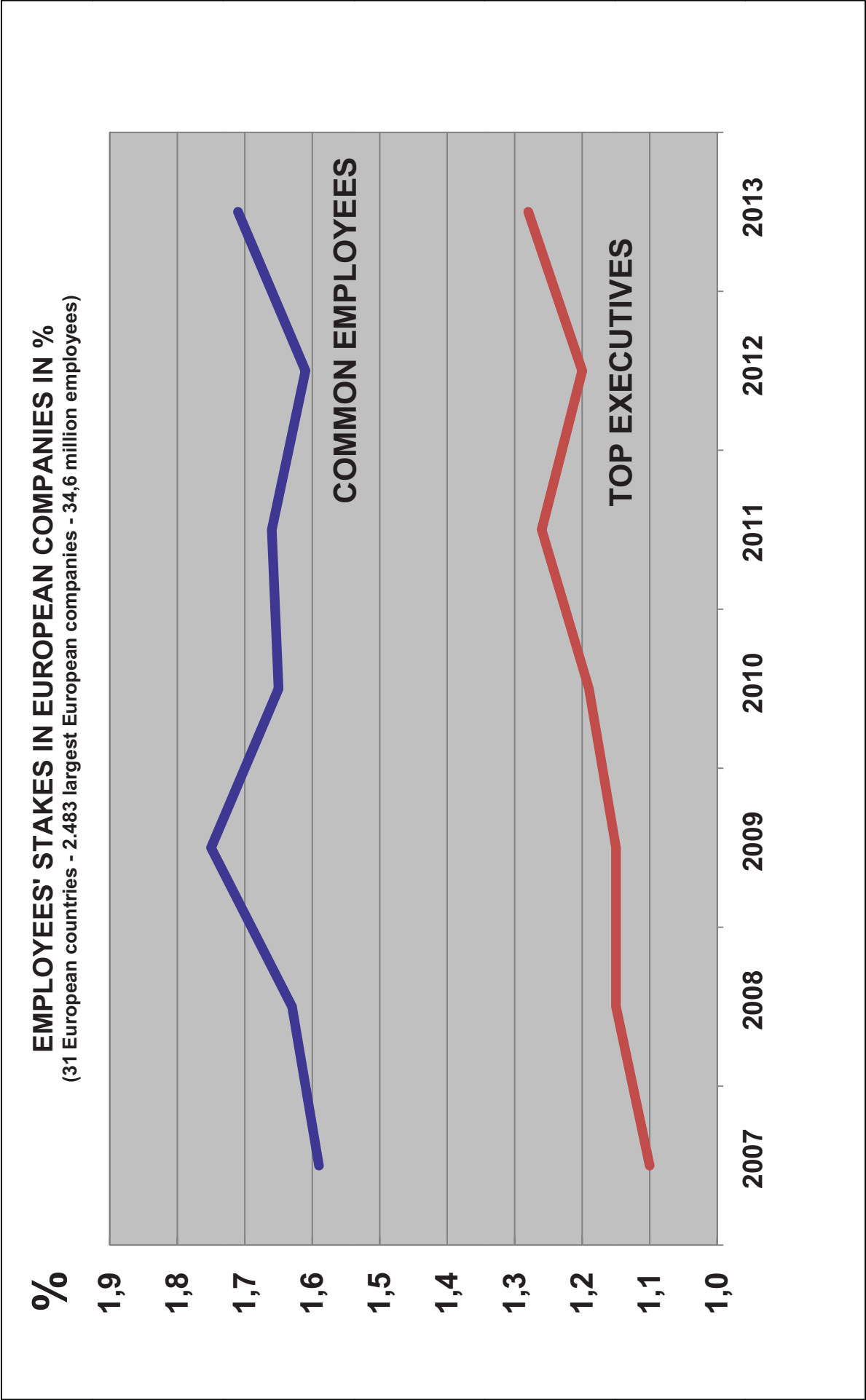


Table 18

TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES											
EUROPEAN LISTED COMPANIES IN 2013											
Listed Companies	TOP EXECUTIVES					OTHER EMPLOYEES					
	Top Executives	Average number in a company	Capital held by each Top Executive €	Capital held by all Top Executives billion €	Stake held by all Top Executives in %	Other employee shareholders	Capital held by each employee shareholder €	Capital held by all employee shareholders billion €	Stake held by all employee shareholders in %		
Number	Number	Number				Number					
AT	40	3,35	11.675.721 €	1,6 €	2,10%	111.931	16.685 €	1,9 €	2,51%		
BE	53	3,60	13.517.555 €	2,6 €	1,17%	51.443	48.707 €	2,5 €	1,14%		
BG	7	3,71	25.797 €	0,0 €	0,06%	0	0 €	0,0 €	0,00%		
CH	157	5,75	15.218.328 €	13,7 €	1,35%	301.178	59.142 €	17,8 €	1,75%		
CY	5	2,20	2.565.357 €	0,0 €	4,25%	4.517	1.209 €	0,0 €	0,82%		
CZ	6	6,00	111.679 €	0,0 €	0,02%	3.181	202 €	0,0 €	0,00%		
DA	72	3,42	1.495.594 €	0,4 €	0,23%	72.694	24.131 €	1,8 €	1,08%		
DE	220	3,84	9.353.657 €	7,9 €	0,69%	903.351	12.594 €	11,4 €	1,00%		
EE	6	3,00	730.546 €	0,0 €	0,85%	15	11.647 €	0,0 €	0,01%		
ES	99	1,91	37.782.661 €	7,1 €	1,57%	176.581	8.656 €	1,5 €	0,34%		
FI	65	540	592.791 €	0,3 €	0,25%	121.233	8.159 €	1,0 €	0,76%		
FR	248	2,72	26.528.503 €	17,9 €	1,33%	3.531.660	14.033 €	49,6 €	3,68%		
GR	53	3,66	6.561.867 €	1,3 €	2,91%	35.036	6.450 €	0,2 €	0,52%		
HR	12	53	3.097.220 €	0,2 €	1,28%	7.272	15.367 €	0,1 €	0,87%		
HU	9	56	776.157 €	0,0 €	0,29%	7.734	19.736 €	0,2 €	1,03%		
IE	31	2,71	9.713.404 €	0,8 €	0,82%	33.688	19.637 €	0,7 €	0,67%		
IS	5	25	322.430 €	0,0 €	0,38%	462	14.927 €	0,0 €	0,32%		
IT	153	2,69	48.507.818 €	20,0 €	5,04%	124.905	9.383 €	1,2 €	0,30%		
LT	7	30	459.201 €	0,0 €	0,74%	0	0 €	0,0 €	0,00%		
LU	10	4,00	58.014.102 €	2,3 €	5,31%	905	7.884 €	0,0 €	0,02%		
LV	3	12	1.185 €	0,0 €	0,00%	161	451 €	0,0 €	0,01%		
MT	5	3,40	67.220 €	0,0 €	0,05%	2.168	9.780 €	0,0 €	0,95%		
NL	77	3,25	8.303.524 €	2,1 €	0,56%	360.406	13.379 €	4,8 €	1,29%		
NO	99	6,22	1.818.050 €	1,1 €	0,50%	66.897	31.678 €	2,1 €	0,94%		
PL	94	4,39	4.709.397 €	2,1 €	1,83%	107.633	11.850 €	1,3 €	1,13%		
PT	31	4,65	1.519.103 €	0,2 €	0,42%	19.898	2.761 €	0,1 €	0,11%		
RO	10	4,70	32.709 €	0,0 €	0,02%	38.823	19 €	0,0 €	0,01%		
SK	6	6,17	671 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%		
SL	15	3,47	44.642 €	0,0 €	0,05%	4.139	3.617 €	0,0 €	0,35%		
SV	123	7,88	2.339.180 €	2,3 €	0,53%	584.712	8.334 €	4,9 €	1,14%		
UK	474	2,94	21.193.035 €	29,5 €	1,19%	2.337.502	15.249 €	35,6 €	1,44%		
31 COUNTRIES	2.195	3,95	13.066.250 €	113,4 €	1,28%	9.010.050	15.379 €	138,6 €	1,56%		
13 NMS - PL (*)	91	4,34	689.858 €	0,3 €	0,37%	67.936	4.529 €	0,3 €	0,42%		

(*) "New" Member States except Poland

Table 19: Numbers of companies in the EFES database in 2013

EFES DATABASE of employee ownership in large European companies in 2013				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2013				
~ Non-listed companies whose employees own at least 50%, employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	41	40	1	0
BE - Belgium	53	53	0	0
BG - Bulgaria	9	7	2	2
CH - Switzerland	157	157	0	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	30	6	24	24
DA - Denmark	72	72	0	0
DE - Germany	224	220	4	0
EE - Estonia	6	6	0	0
ES - Spain	167	99	68	43
FI - Finland	65	65	0	0
FR - France	338	248	90	76
GR - Greece	53	53	0	0
HR - Croatia	12	12	0	0
HU - Hungary	17	9	8	0
IE - Ireland	32	31	1	0
IS - Iceland	5	5	0	0
IT - Italy	189	153	36	36
LT - Lithuania	7	7	0	0
LU - Luxemburg	10	10	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	81	77	4	0
NO - Norway	100	99	1	0
PL - Poland	97	94	3	3
PT - Portugal	31	31	0	0
RO - Romania	10	10	0	0
SK - Slovakia	8	6	2	2
SL - Slovenia	21	15	6	0
SV - Sweden	123	123	0	0
UK - United Kingdom	512	474	38	3
TOTAL 31 COUNTRIES	2.483	2.195	288	189
On which:				
European Union	2.221	1.934	287	189
New Member States (without PL)	133	91	42	28

Most remarkable European companies in 2013 **regarding employee ownership**

(L = Listed / NL = Non-listed)

AUSTRIA

AT L Amag Austria Metall
AT L Andritz
AT L Erste Group Bank
AT L Flughafen Wien
AT L Oberbank
AT L Oesterreichische Post
AT L OMV
AT L RHI
AT L Voestalpine

BELGIUM

BE L Colruyt
BE L EVS
BE L IBA

BULGARIA

no

SWITZERLAND

CH L Baloise
CH L BC Vaud
CH L Berner Kantonalbank
CH L Crédit Suisse
CH L Geberit
CH L Julius Baer
CH L Kuehne & Nagel
CH L Lonza
CH L Novartis
CH L Roche
CH L Syngenta
CH L UBS
CH L Zurich Insurance

CYPRUS

no

CZECH REPUBLIC

no

DENMARK

DA L Novo Nordisk
DA L SimCorp
DA L Sydbank
DA L Topdanmark
DA L William Demant

GERMANY

DE L Allianz
DE L BASF
DE L Bayer
DE L BMW
DE L Daimler
DE L Deutsche Bank
DE L Deutsche Boerse
DE L E.ON
DE L Fraport
DE L Lufthansa
DE L PSI
DE L RWE
DE L SAP
DE L Siemens
DE NL Der Spiegel
DE NL Martin Hoppmann

ESTONIA

no

SPAIN

ES L BBVA
ES L Banco Santander
ES L Bankinter
ES L Construcciones y Auxiliar de Ferros.
ES NL Betsaide
ES NL Izar
ES NL Mondragon

FINLAND

FI L Aspo
FI L Fortum
FI L Kesko
FI L Nokia
FI L Sampo

FRANCE

FR L Air France - KLM
FR L Air Liquide
FR L Arkema
FR L Aviation Latécoère
FR L Axa
FR L BNP Paribas
FR L Bouygues
FR L Crédit Agricole
FR L Eiffage
FR L Essilor
FR L GDF Suez
FR L Groupe Steria
FR L Nexans
FR L Orange
FR L Safran
FR L Saint-Gobain
FR L Samse
FR L Schneider Electric
FR L Société Générale
FR L STEF
FR L Thales
FR L Thermador
FR L Total
FR L Ubisoft
FR L Vallourec
FR L Vinci
FR L Vivendi
FR NL Acome
FR NL Artelia
FR NL Auchan
FR NL Bourgeois
FR NL Juratri
FR NL Spie Batignolles
FR NL UTB

GREECE

no

CROATIA

HR L Koncar

HUNGARY

HU L Ány
HU L Richter

IRELAND

IE L Aer Lingus
IE L Grafton Group
IE NL Eircom

ITALY

IT L Banca Pop Milano
IT L Prysmian
IT L Telecom Italia
IT L UniCredit

LITUANIA

no

LUXEMBURG

no

LATVIA

no

MALTA

no

NETHERLANDS

NL L Arcadis
NL L ASM International
NL L Grontmij
NL L Holland Colours
NL L Nedap
NL L Nutreco
NL L Sligro
NL L Van Lanschot

NORWAY

NO L ABG Sundal Collier
NO L AF Gruppen
NO L Kongsberg Gruppen
NO L Sparebank 1 SR Bank
NO L Veidekke

POLAND

no

PORTUGAL

no

ROMANIA

no

SLOVAKIA

no

SLOVENIA

no

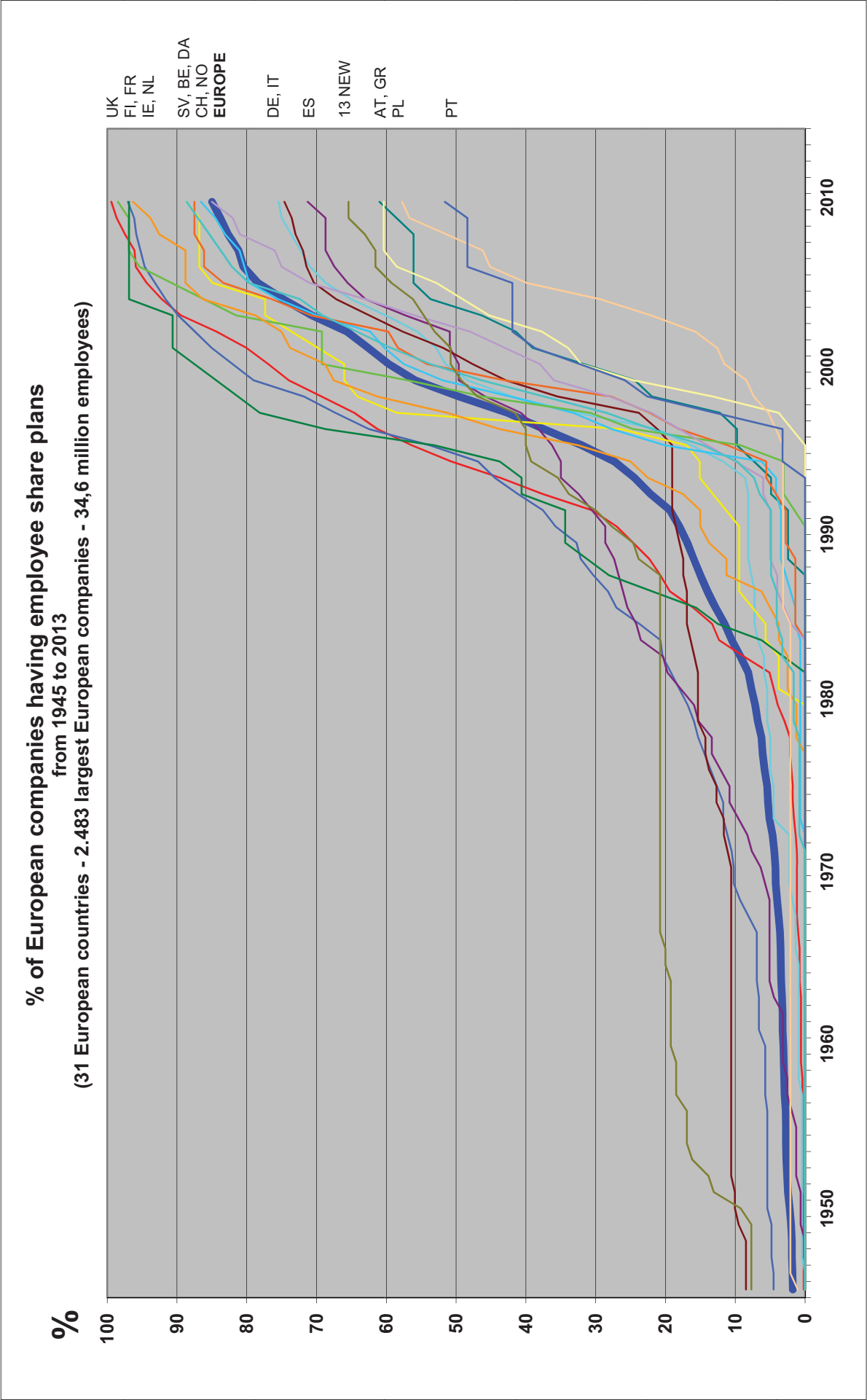
SWEDEN

SV L AF Consult
SV L Skanska
SV L Svenska Handelsbanken
SV L Swedbank

UNITED KINGDOM

UK L Admiral
UK L Barr
UK L Brewin Dolphin
UK L Britvic
UK L Henderson
UK L Huntsworth
UK L Johnson Matthey
UK L Rathbones
UK L Tesco
UK L Wetherspoon
UK L Wincanton
UK NL Arup Group
UK NL John Lewis Partnership
UK NL Mott MacDonald
UK NL Scott Bader
UK NL Tullis Russell

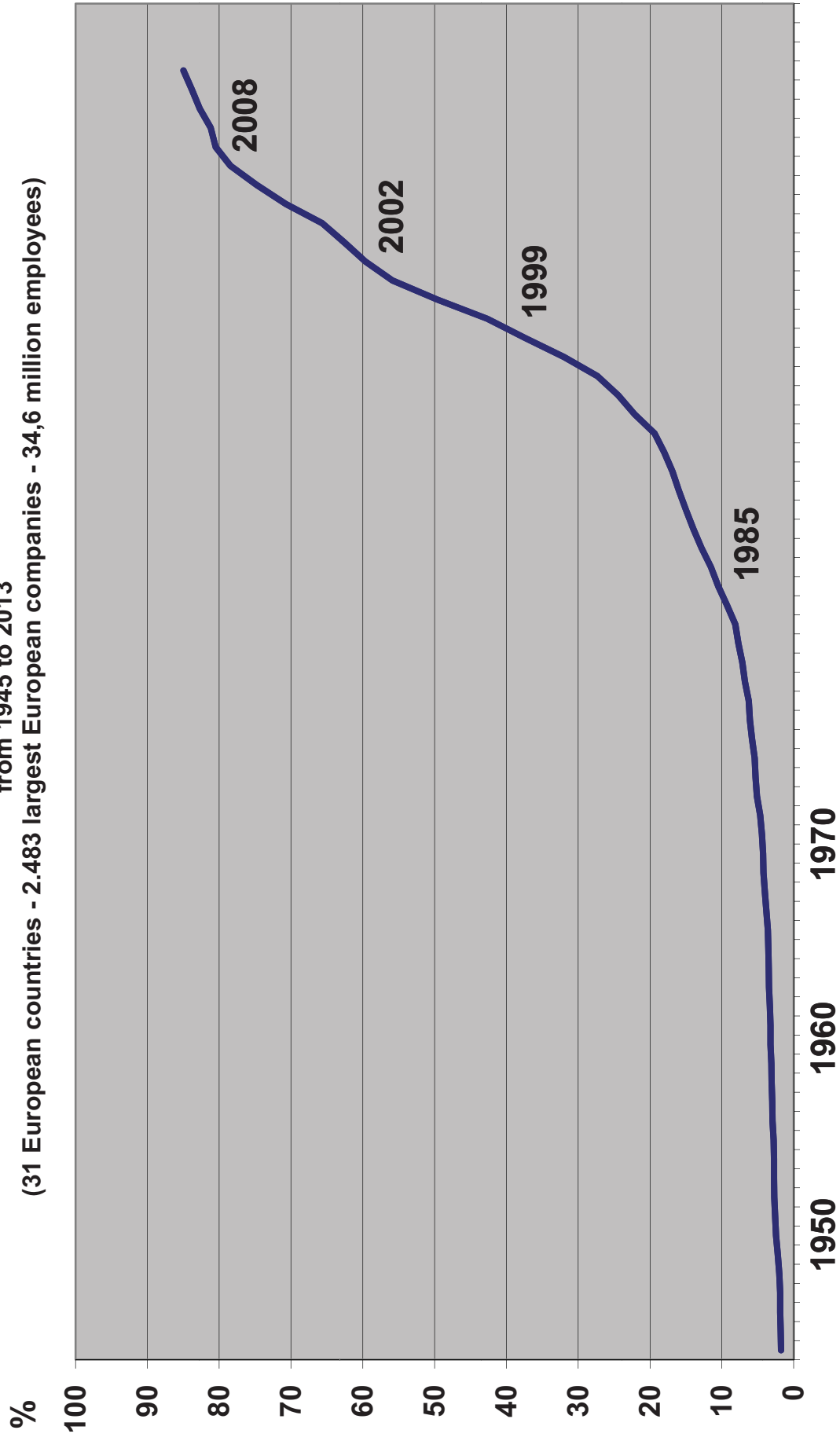
Graph 8



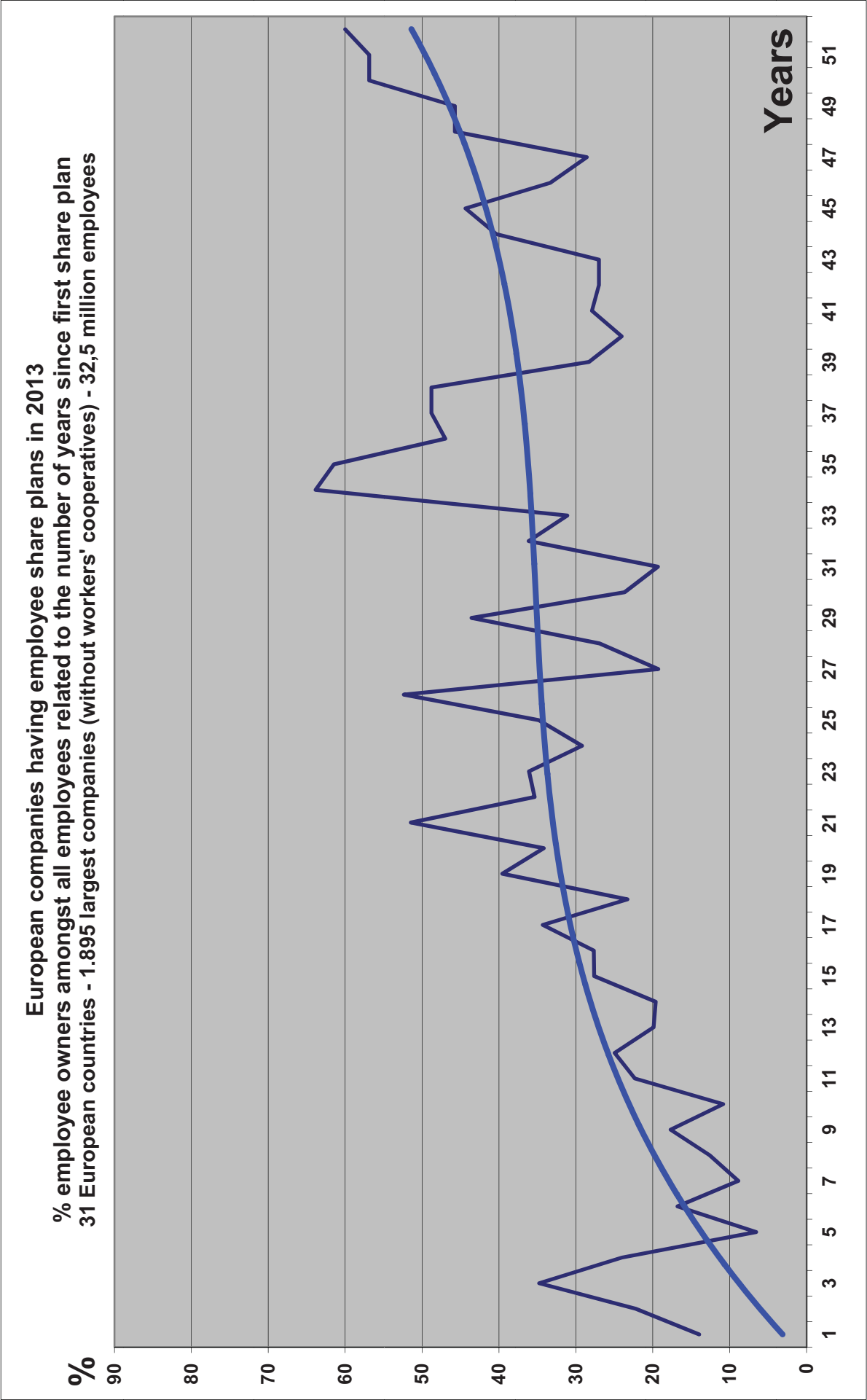
European companies having employee share plans

from 1945 to 2013

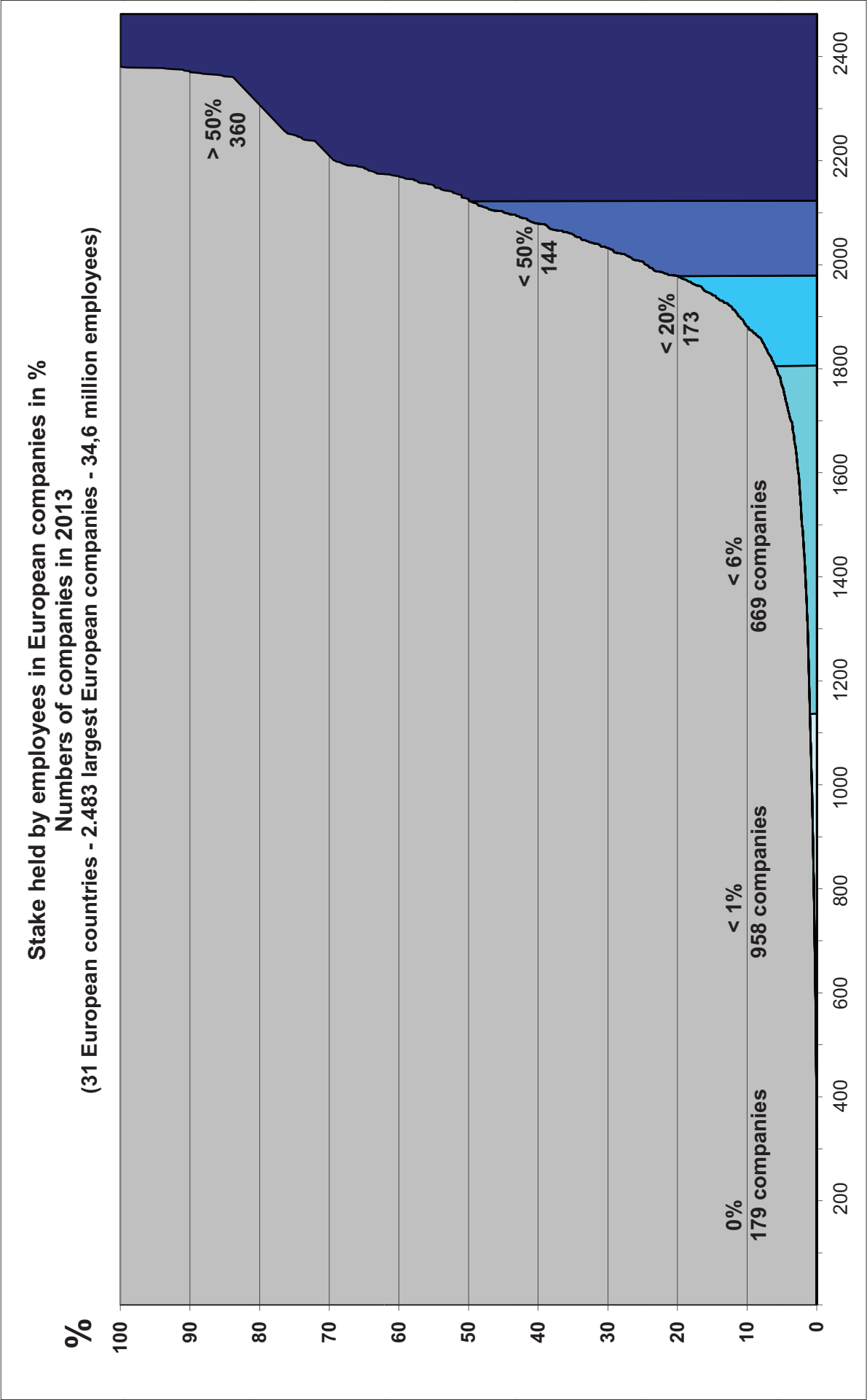
(31 European countries - 2.483 largest European companies - 34,6 million employees)



Graph 10



Graph 11



THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100 IN 2013

The European Employee Ownership TOP 100 is designed with respect to two rankings of Europe's largest companies, considering employee ownership.

EUROCAP100 ranking

Companies are ranked by equity held by employees, in million Euro.

Ranking Europe's largest companies that are partly or totally employee-owned through an ESOP, a share purchase plan, or other share ownership plans, or as a workers' co-operative.

EUROEMP100 ranking

Companies are ranked by number of employees.

Ranking Europe's largest companies that are 50% or more employee-owned through an ESOP, a share purchase plan, or other share ownership plans, or as a workers' co-operative.

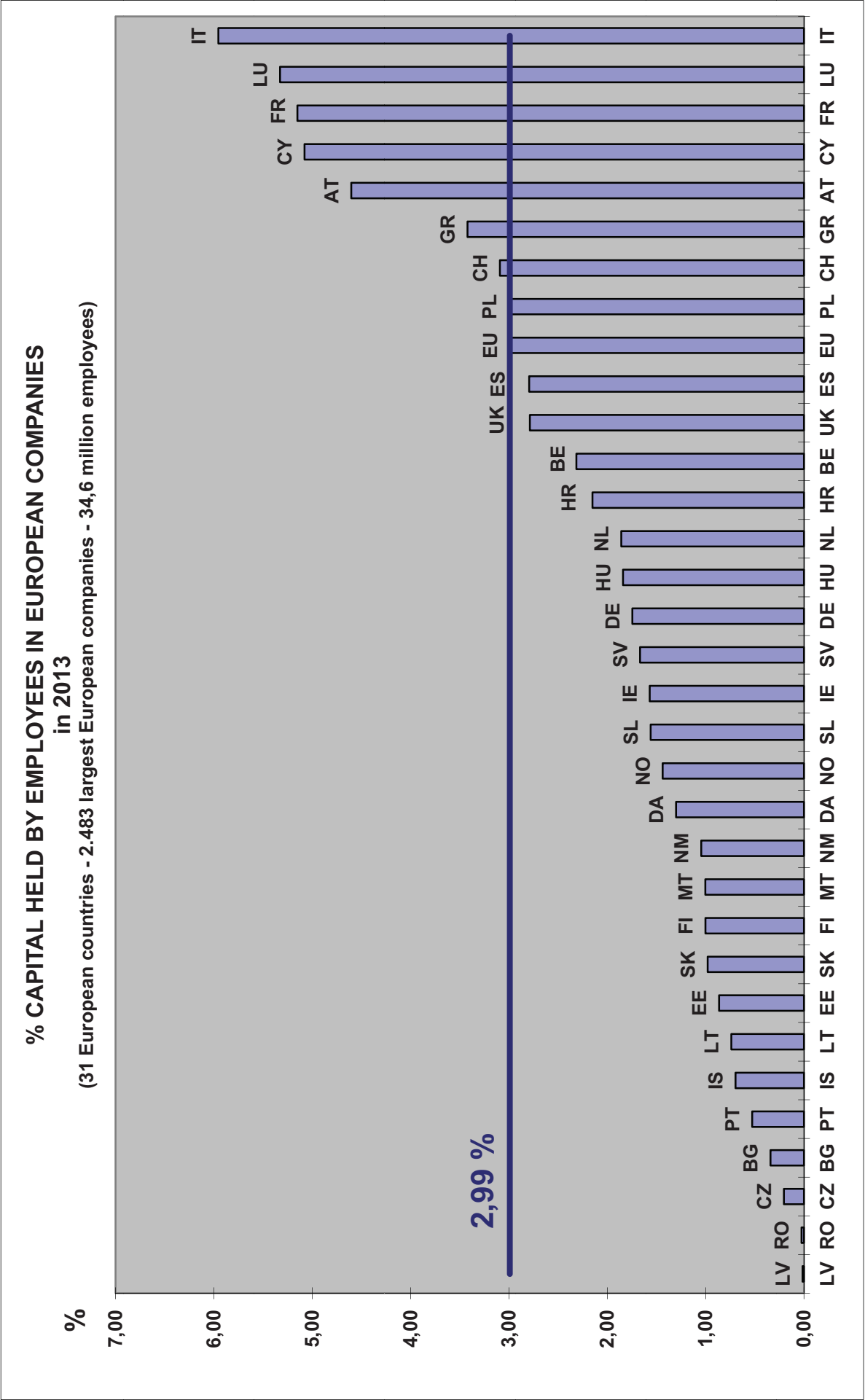
EUROPE CAP 100 - Top European companies by capitalisation held by employees

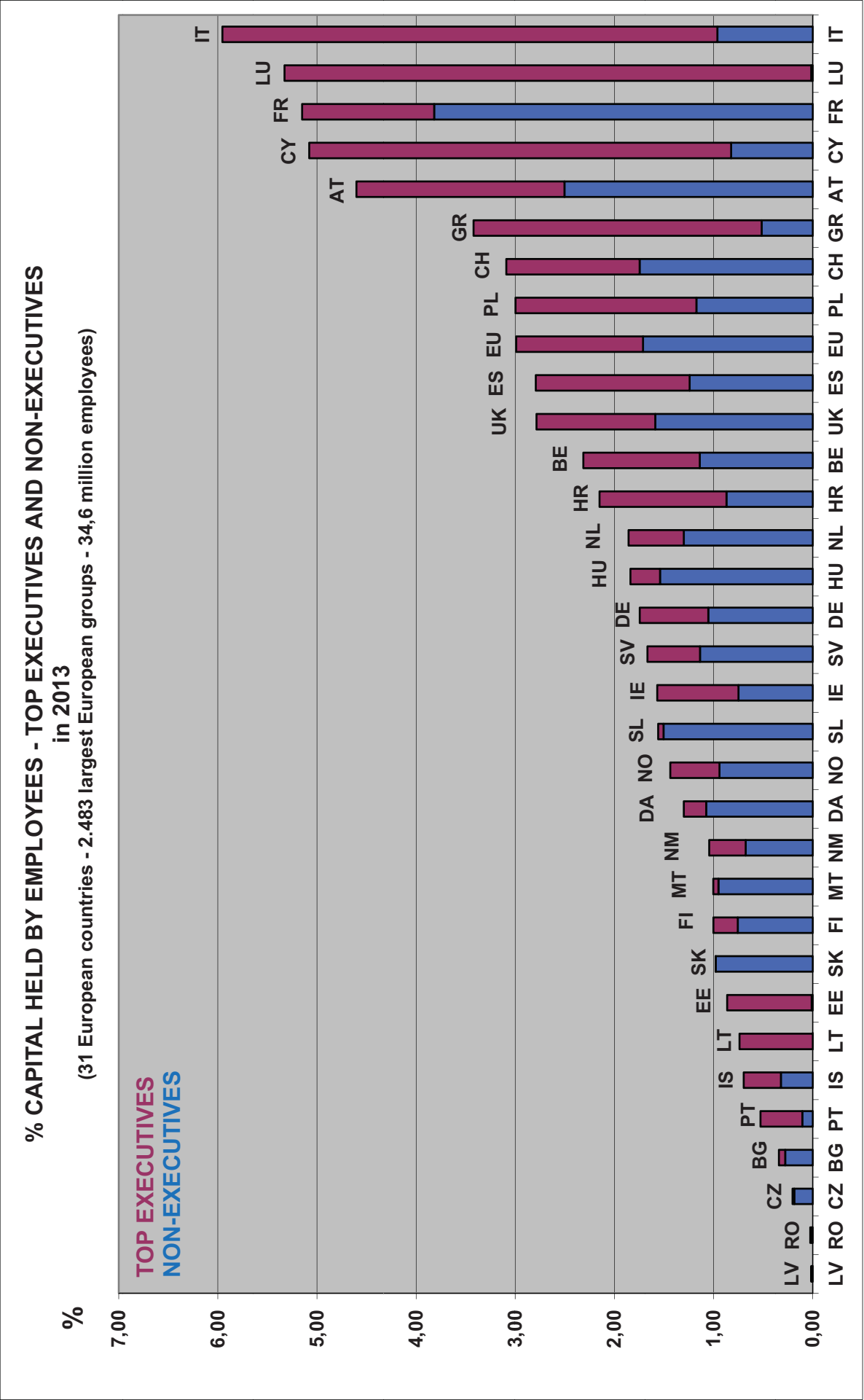
CAP 100 Ranking 2013	Company	Country	EO held capitalisation million €	Capitalisation million € May 2013	% employee owned	Employees number	L/NL listed/ non-list.	First Plan Year	Branche
1	Total	FR	5,084.6 €	92,633.3 €	5.49	97.126	L	1.998	Integrated oil & gas
2	BNP Paribas	FR	3,696.7 €	55,957.7 €	6.61	188.551	L	1.997	Banks
3	Mondragon Corporación Cooperativa	ES	3,684.4 €	3,943.0 €	93.44	80.321	NL	1.956	Miscellaneous
4	HSBC	UK	3,540.1 €	164,050.8 €	2.16	260.591	L	1.984	Banks
5	Novartis	CH	3,497.1 €	155,380.6 €	2.25	127.724	L	1.990	Pharmaceuticals manufactures
6	UBS	CH	3,253.5 €	52,981.9 €	6.14	62.628	L	1.997	Banks
7	Axa	FR	2,825.2 €	35,315.6 €	8.00	113.422	L	1.989	Life insurance
8	Vinci	FR	2,733.6 €	21,860.0 €	12.51	192.701	L	1.993	Heavy construction
9	Safran	FR	2,696.2 €	16,472.7 €	16.37	62.558	L	1.969	Telecom equipment
10	Sanofi	FR	2,480.4 €	112,213.9 €	2.21	111.974	L	1.990	Pharmaceuticals manufactures
11	Deutsche Bank	DE	2,447.1 €	36,875.3 €	6.64	98.219	L	1.974	Banks
12	John Lewis Partnership	UK	2,281.8 €	2,281.8 €	100.00	84.700	NL	1.929	Department stores
13	AB InBev	BE	2,219.4 €	121,849.0 €	1.82	118.000	L	1.999	Beverages
14	Svenska Handelsbanken	SV	2,165.0 €	21,262.6 €	10.18	11.192	L	1.973	Banks
15	Siemens	DE	2,127.5 €	71,660.5 €	2.97	410.000	L	1.969	Electronics manufacturing & equipment
16	Roche	CH	2,110.8 €	168,479.5 €	1.25	82.089	L	2.000	Pharmaceuticals manufactures
17	Crédit Suisse	CH	2,085.3 €	35,127.4 €	5.94	47.400	L	1.996	Banks
18	Essilor	FR	2,064.8 €	19,052.5 €	10.84	50.668	L	1.972	Other non-durables
19	Tesco	UK	2,057.8 €	35,829.3 €	5.74	537.784	L	1.981	Department stores
20	Société Générale	FR	1,962.1 €	23,404.3 €	8.38	154.009	L	1.987	Banks
21	L'Oréal	FR	1,877.3 €	82,219.0 €	2.28	72.637	L	1.968	Personal care products
22	Schneider Electric	FR	1,846.9 €	32,714.2 €	5.65	152.384	L	1.994	Electrical products
23	Bouygues	FR	1,670.1 €	6,798.1 €	24.57	133.780	L	1.968	Heavy construction
24	SAP	DE	1,599.6 €	78,629.2 €	2.03	64.422	L	2.000	Other software
25	Barclays	UK	1,546.2 €	47,675.0 €	3.24	139.200	L	1.974	Investment banking & brokerage
26	Saint-Gobain	FR	1,514.1 €	17,315.4 €	8.74	192.781	L	1.987	Building materials & equipment
27	GlaxoSmithKline	UK	1,274.0 €	98,518.8 €	1.29	99.488	L	1.991	Pharmaceuticals manufactures
28	Auchan	FR	1,206.5 €	9,820.0 €	12.29	287.039	NL	1.977	Department stores
29	Eiffage	FR	1,187.9 €	3,115.6 €	38.13	68.839	L	1.986	Heavy construction
30	Lindt	CH	1,166.3 €	7,195.4 €	16.21	8.157	L	1.999	Other food products
31	GDF Suez	FR	1,153.7 €	39,992.6 €	2.88	236.156	L	1.994	Gas utilities
32	AstraZeneca	UK	1,054.8 €	49,297.9 €	2.14	51.700	L	1.994	Pharmaceuticals manufactures
33	EADS	NL	1,050.9 €	35,281.0 €	2.98	140.405	L	2.000	Aerospace/defense - major diversified
34	BASF	DE	1,049.5 €	68,215.4 €	1.54	113.262	L	1.999	Diversified chemicals
35	Orange	FR	1,042.9 €	22,049.3 €	4.73	170.531	L	1.992	Diversified telecom operators
36	LVMH	FR	959.1 €	68,936.3 €	1.39	106.348	L	1.992	Luxury goods & watches
37	EDF	FR	954.3 €	33,566.2 €	2.84	159.740	L	1.992	Electric utilities
38	Air Liquide	FR	935.7 €	30,614.7 €	3.06	49.500	L	1.986	Commodity chemicals
39	WPP Group	UK	895.6 €	17,108.6 €	5.23	115.711	L	1.993	Marketing support services
40	Bayer	DE	889.3 €	69,739.8 €	1.28	110.500	L	2.000	Diversified chemicals
41	Colruyt	BE	867.4 €	6,697.0 €	12.95	25.775	L	1.987	Grocery retailing
42	Diageo	UK	856.4 €	61,286.3 €	1.40	28.959	L	1.991	Beverages
43	Royal Dutch Shell	UK	835.3 €	173,799.5 €	0.48	87.000	L	1.967	Integrated oil & gas
44	Vodafone	UK	794.7 €	111,552.0 €	0.71	91.272	L	1.988	Diversified telecom operators
45	Crédit Agricole	FR	768.8 €	17,278.8 €	4.45	79.282	L	2.001	Banks
46	Novo Nordisk	DA	755.4 €	59,714.7 €	1.27	34.286	L	1.997	Pharmaceuticals manufactures
47	Danone	FR	746.3 €	37,449.8 €	1.99	102.401	L	1.997	Dairy products
48	Vivendi	FR	733.6 €	21,179.7 €	3.46	58.050	L	1.998	Diversified media
49	Arm Holdings	UK	729.8 €	17,734.2 €	4.12	2.392	L	1.993	Semiconductors
50	Nestle	CH	697.8 €	173,528.4 €	0.40	339.000	L	2.001	Diversified foods
51	BT	UK	681.8 €	28,971.0 €	2.35	87.900	L	1.984	Diversified telecom operators
52	Statoil	NO	659.1 €	58,555.0 €	1.13	23.028	L	2.004	Integrated oil & gas
53	Old Mutual	UK	659.0 €	12,680.8 €	5.20	54.368	L	1.994	Life insurance
54	Schunk	DE	630.4 €	630.4 €	100.00	8.300	NL	1.947	
55	Voestalpine	AT	628.7 €	4,354.3 €	14.44	42.078	L	2.001	Steel production
56	SABMiller	UK	614.9 €	68,928.4 €	0.89	70.486	L	1.996	Beverages
57	Syngenta	CH	606.4 €	29,529.7 €	2.05	27.262	L	1.994	Agricultural chemicals
58	Unipart	UK	596.6 €	808.9 €	73.75	10.000	NL	1.987	Cars parts manufacturers
59	Rolls-Royce	UK	580.7 €	27,027.9 €	2.15	42.800	L	1.995	Aerospace/defense - major diversified
60	Standard Chartered	UK	562.7 €	45,262.4 €	1.24	89.058	L	1.984	Banks
61	Swiss RE	CH	561.6 €	21,864.0 €	2.57	11.193	L	1.996	General insurance & other
62	Richemont	CH	561.3 €	33,589.8 €	1.67	27.000	L	1.999	Luxury goods & watches
63	Azimut Holding	IT	550.6 €	2,259.1 €	24.37	173	L	2.002	Other banking & financial services
64	British American Tobacco	UK	546.0 €	84,952.1 €	0.64	87.485	L	1.998	Tobacco products
65	Renault	FR	544.6 €	16,560.4 €	3.29	127.086	L	1.987	Cars manufacturers
66	Daimler	DE	536.8 €	48,850.3 €	1.10	275.087	L	1.996	Cars manufacturers
67	Pernod Ricard	FR	536.7 €	25,061.2 €	2.14	18.972	L	1.993	Beverages
68	Reckitt Benckiser	UK	516.1 €	40,556.9 €	1.27	35.900	L	1.997	Personal care products
69	Shire	UK	503.6 €	13,440.9 €	3.75	5.300	L	1.991	Pharmaceuticals manufactures
70	Royal Bank of Scotland	UK	497.5 €	21,676.5 €	2.30	149.400	L	1.980	Banks
71	Cap Gemini	FR	496.9 €	6,268.6 €	7.93	125.110	L	1.987	Computer & consulting services
72	OMV	AT	488.3 €	12,817.6 €	3.81	28.658	L	2.000	Oil & gas exploration & production
73	Philips Electronics	NL	479.0 €	21,152.6 €	2.26	118.087	L	1.991	Appliances & consumer electronics
74	Banco Bilbao VA	ES	458.7 €	40,277.9 €	1.14	115.852	L	1.999	Banks
75	Sacmi	IT	413.0 €	585.0 €	70.60	3.919	NL	1.919	Glass & clay
76	Allianz	DE	409.9 €	53,642.5 €	0.76	144.094	L	1.998	General insurance & other
77	Polskie Gornictwo Naft.	PL	409.9 €	8,306.5 €	4.94	32.038	L	2.009	Integrated oil & gas
78	Next	UK	408.4 €	8,711.9 €	4.69	54.507	L	1.994	Miscellaneous retail
79	Arcadis	NL	398.4 €	1,605.1 €	24.82	21.696	L	1.987	Engineering & architectural services
80	Vallourec	FR	397.6 €	5,152.8 €	7.72	22.196	L	1.989	Metal fabrication
81	Dassault Systèmes	FR	389.5 €	11,661.2 €	3.34	10.122	L	1.993	Engineering & industrial software
82	STEF	FR	363.7 €	535.2 €	67.96	14.500	L	1.993	Infrastructure & logistics
83	Lloyds Banking	UK	359.5 €	49,403.3 €	0.73	113.617	L	1.984	Banks
84	Nordea Bank	SV	357.2 €	36,926.9 €	0.97	32.274	L	2.002	Banks
85	Arkema	FR	356.5 €	4,578.2 €	7.79	13.925	L	2.005	Commodity chemicals
86	Irizar	ES	356.5 €	385.0 €	92.60	3.400	NL	1.963	Bus manufacturers
87	Swedbank	SV	355.9 €	18,272.9 €	1.95	16.088	L	2.000	Banks
88	Experian	UK	353.2 €	15,042.6 €	2.35	17.414	L	1.998	Business support services
89	Unilever NV	NL	352.9 €	55,317.1 €	0.64	86.500	L	1.985	Diversified foods
90	Suez Environnement	FR	349.3 €	5,571.8 €	6.27	79.549	L	1.994	Water utilities
91	BP	UK	340.2 €	105,490.3 €	0.32	85.700	L	1.990	Integrated oil & gas
92	Jastrzebska Spolka Weglowa	PL	328.9 €	2,260.0 €	14.55	29.718	L	2.011	Mineral extractors- other
93	Construções y Auxiliar de Ferrocarriles	ES	319.8 €	1,081.2 €	29.58	6.979	L	1.994	Trucks, buses, rail & equipment
94	Zurich Insurance	CH	318.4 €	31,781.9 €	1.00	52.722	L	1.999	General insurance & other
95	ASML	NL	312.3 €	24,531.2 €	1.27	8.497	L	1.997	Semiconductors
96	Erste Group Bank	AT	309.5 €	9,824.8 €	3.15	49.381	L	1.997	Banks
97	Ericsson	SV	307.3 €	31,349.6 €	0.98	110.255	L	1.999	Telecom equipment
98	Lafarge	FR	302.2 €	15,319.3 €	1.97	58.031	L	1.961	Concrete & cement
99	Volkswagen	DE	296.3 €	45,151.7 €	0.66	549.763	L	1.986	Cars manufacturers
100	BMW	DE	292.0 €	43,908.9 €	0.66	105.876	L	1.989	Cars manufacturers

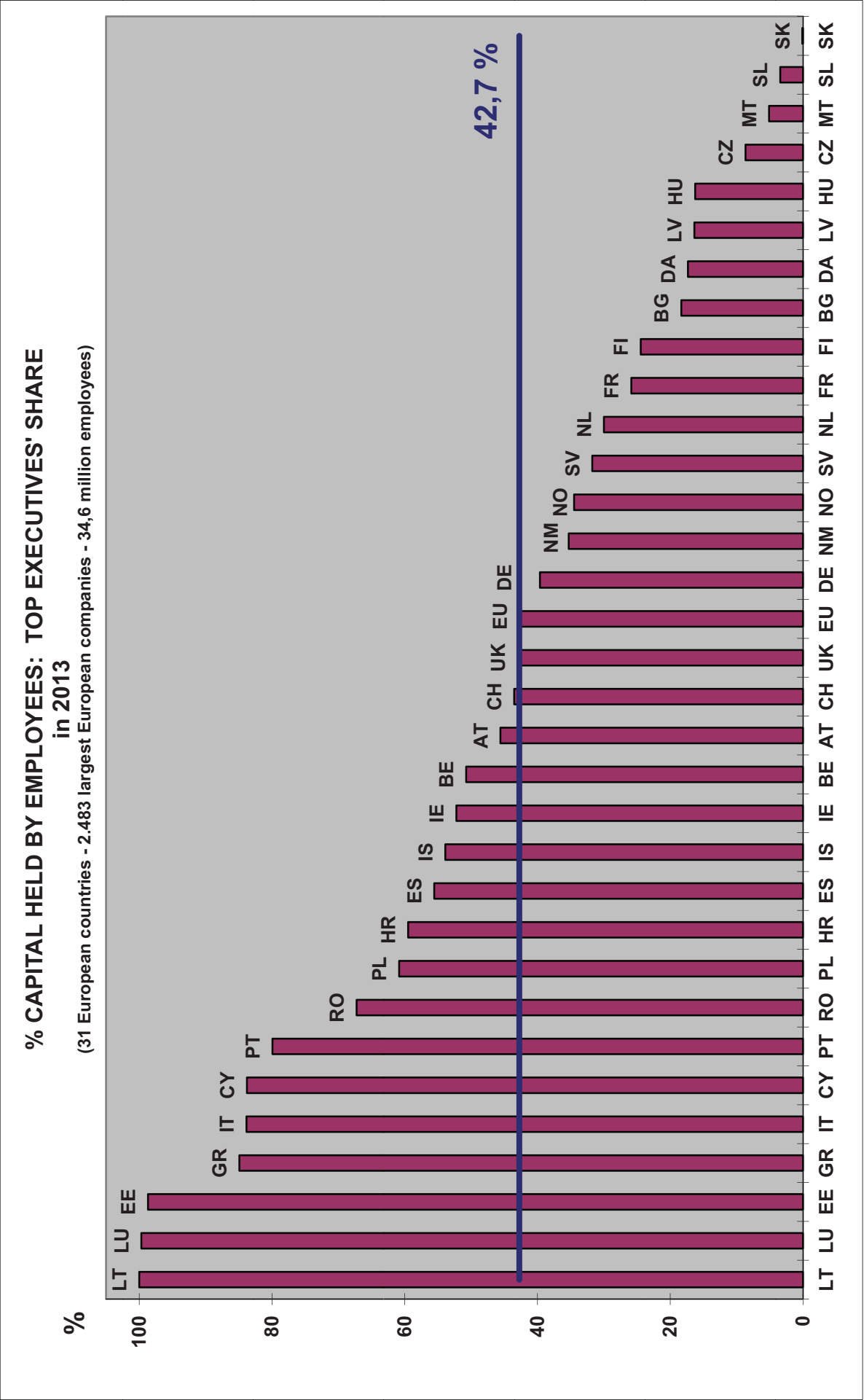
EUROPE EMP 100 - Top European majority employee-owned companies, by number of employees

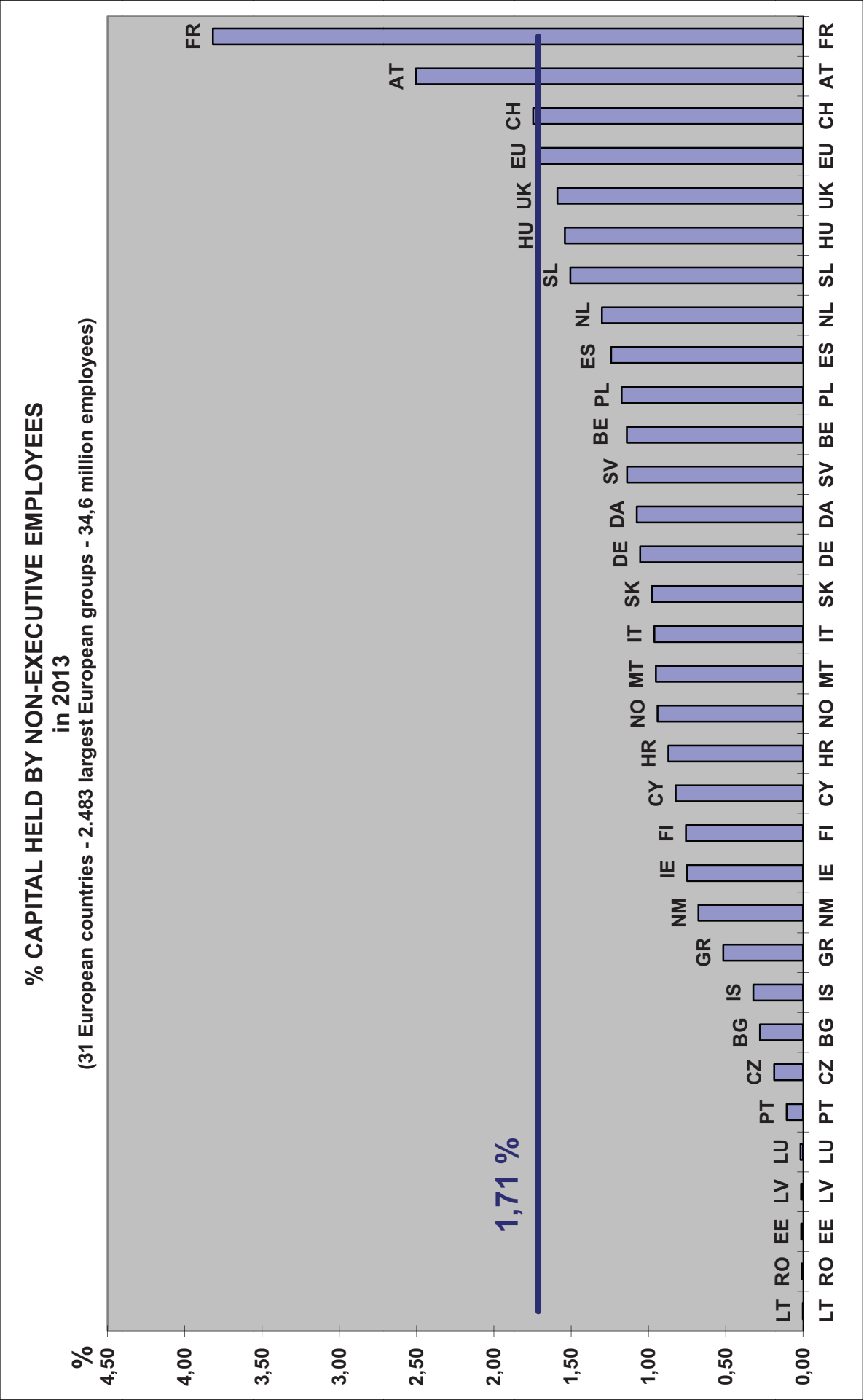
EMP 100 Ranking 2013	Company	Employees (number)	Country	Share Plan type	L/NL listed/ non-list.	First Plan Year	Place	Branche
1	John Lewis Partnership	84.700	UK	Trust	NL	1.929	London	Department stores
2	Mondragon Corporación Cooperativa	80.321	ES	Coop	NL	1.956	Mondragon	Miscellaneous
3	Consorzio Cooperative Costruzioni	20.000	IT	Coop	NL	1.912	Bologna	Residential construction
4	Manutencoop	14.747	IT	Coop	NL	1.938	Bologna	Infrastructure & logistics
5	STEF	14.500	FR	Plans	L	1.993	Paris	Infrastructure & logistics
6	Mott MacDonald	13.345	UK	Trust	NL	1.989	Croydon	Engineering and construction
7	Arup Group	10.828	UK	Trust	NL	1.968	London	Engineering and construction
8	Coop Italiana di Ristorazione CIR Food	10.754	IT	Coop	NL	1.977	Reggio Emilia	Restaurants & catering service
9	Unipart	10.000	UK	MBO, Trust	NL	1.987	Oxford	Cars parts manufacturers
10	Team Service	10.000	IT	Coop	NL	1.986	Roma	Cleaning services
11	Schunk	8.300	DE	Trust	NL	1.947	Giessen	Materials
12	Spie Batignolles	7.992	FR	MBO/EBO	NL	1.997	Paris	Building, civil engineering
13	Cooperativa Muratori e Cementisti CMC	7.814	IT	Coop	NL	1.901	Ravenna	Building, civil engineering
14	La Cascina	5.510	IT	Coop	NL	1.978	Roma	Restaurants & catering service
15	Sacmi	3.919	IT	Coop	NL	1.919	Imola	Glass & clay
16	Palmer & Harvey, McLane	3.800	UK	MBO/EBO	NL	1.988	Hove	Miscellaneous wholesale
17	Irizar	3.400	ES	Coop	NL	1.963	Ormaiztegui	Bus manufacturers
18	Cercostruzioni	3.400	IT	Coop	NL	1.949	Bologna	Building, civil engineering
19	Artelia	2.943	FR	MBO/EBO	NL	1.998	Lyon	Engineering and construction
20	Colser Servizi	2.880	IT	Coop	NL	1.975	Parma	Security & alarm services
21	Conast	2.500	IT	Coop	NL	1.993	Brescia	Security & alarm services
22	PA Consulting Group	2.259	UK	Employee-owned com	NL	nc	London	Business support
23	Claros	2.185	ES	Coop	NL	2.001	Sevilla	Social services
24	Suara Cooperativa	2.055	ES	Coop	NL	1.981	Barcelona	Social services
25	Le Chèque Déjeuner	1.990	FR	Coop	NL	1.964	Paris	Other banking & financial services
26	Cooperativa Ceramica d'Imola	1.800	IT	Coop	NL	1.874	Imola	Glass & clay
27	Formula Servizi	1.778	IT	Coop	NL	1.975	Forlì	Logistics
28	Scopelec	1.700	FR	Coop	NL	1.973	Toulouse	Networking & communication devices
29	Celfa	1.600	IT	Coop	NL	1.932	Imola	Furnishings, floorings
30	EBS Le Relais	1.519	FR	Coop	NL	1.984	Bruy	Waste management & recycling
31	Masped	1.500	HU	ESOP	NL	1.994	Budapest	Air, freight & parcel services
32	Meridionale Servizi	1.500	IT	Coop	NL	1.980	Bari	Facility management
33	Unieco	1.500	IT	Coop	NL	1.904	Reggio Emilia	Building, civil engineering
34	Score	1.400	UK	Employee owned com	NL	1.982	Aberdeen	Valve and gas turbine
35	CCPL	1.396	IT	Coop	NL	1.904	Reggio Emilia	Building materials & equipment
36	Acome	1.365	FR	Coop	NL	1.932	Paris	Building materials & equipment
37	Childbase Partnership	1.343	UK	Partnership	NL	2.001	London	Education
38	Der Spiegel	1.219	DE	Trust	NL	1.974	Hamburg	Publishing
39	Prospects	1.216	UK	Trust	NL	2.011	London	Education
40	Colegio Gredos San Diego	1.200	ES	Coop	NL	1.985	Madrid	Education
41	Cegos	1.200	FR	MBO/EBO	NL	1.945	Paris	Professional training
42	Gescop (Barco+GAT+Taxicop)	1.130	FR	Coop	NL	1.970	Paris	Other transportation services
43	Movares	1.115	NL	MBO/EBO	NL	2.001	Amsterdam	Transportation services
44	BOCM Pauls	1.000	UK	MBO/EBO	NL	1.998	Ipswich	Agricultural
45	La Productora	1.000	ES	Coop	NL	1.995	Gijón	Facility management
46	Herend Manufactory	1.000	HU	ESOP	NL	1.992	Herend	Glass and clay
47	Domel	992	SL	ESOP	NL	1.996	Zelesniki	Electrical products
48	UTB	967	FR	Coop	NL	1.933	Paris	Building materials & equipment
49	Coopsette	951	IT	Coop	NL	1.977	Castelnovo	Building, civil engineering
50	Witteveen en Bos	935	NL	Plans	NL	1.992	Deventer	Engineering and construction
51	Sheffield Forgemasters	804	UK	MBO/EBO	NL	2.005	Sheffield	Steel industry
52	Pentalog	800	FR	Plans	NL	1.995	Orléans	Softwares
53	Global Salcai Utinsa	777	ES	SAL	NL	2.000	Canaria	Transportation services
54	Macrosad	750	ES	Coop	NL	1.994	Jaén	Social services
55	Katea Legaia	743	ES	SAL	NL	2.006	Renteria	Social inclusion
56	Bouyer-Leroux	740	FR	Coop	NL	1.980	Nantes	Building materials & equipment
57	Tullis Russell	730	UK	Trust	NL	1.987	Markinch	Paper & paper products
58	Snezka Nachod	721	CZ	Coop	NL	1.950	Nachod	Clothing & footwear
59	Central Surrey Health	700	UK	Trust	NL	2.006	Epsom	Medical services
60	Spółdzielnia Piekarsko-Ciastkarska	700	PL	Coop	NL	1.987	Warsaw	Bread
61	Abacus Cooperativa	693	ES	Coop	NL	1.985	Barcelona	Books & educational products
62	Ampo	650	ES	Coop	NL	1.964	Idiazabal	Valves
63	De Sangosse	650	FR	EBO	NL	1.989	Agen	Agricultural
64	Kovnoplastika	626	SL	Plans	NL	1.994	Loz	Plastics & fibres
65	Parfett & Sons	620	UK	Trust	NL	2.008	Stockport	Retail stores
66	LS Service	608	FR	Coop	NL	?	Villeurbanne	Diversified utilities
67	Scott Bader	600	UK	Trust	NL	1.951	Wollaston	Plastics & fibres
68	Transports Urbans i Serveis Generals	500	ES	SAL	NL	1.985	Barcelona	Transportation services
69	Otava	500	CZ	Coop	NL	1.952	Pisek	House wares & garden
70	L'Audacieuse	477	FR	Coop	NL	1.957	Paris	Cleaning services
71	Sogenor	450	FR	MBO/EBO	NL	2.000	Coutances	Hospitals
72	Erdert	450	HU	ESOP	NL	1.992	Budapest	Timber & forest products
73	Irisa	449	CZ	Coop	NL	1.954	Vzetzin	Furnishings, floorings
74	Coop Costruzioni	437	IT	Coop	NL	1.934	Bologna	Building, civil engineering
75	ITER	425	IT	Coop	NL	1.989	Ravenna	Building, civil engineering
76	ANER	414	FR	Coop	NL	1.938	Paris	Cleaning services
77	Fomento de protección y seguridad	407	ES	SAL	NL	1.997	Murcia	Security & alarm services
78	Syndex	406	FR	Coop	NL	2.011	Paris	Social consultancy
79	ECF CER CA	400	FR	Coop	NL	1.969	La Creche	Other transportation services
80	Cormo	400	IT	Coop	NL	1.890	Martino Rio	Doors manufacturer
81	Cisagest Selin	400	IT	Coop	NL	1.992	Ancona	Business support services
82	Scotnet	371	FR	Coop	NL	1.981	Paris	Cleaning services
83	Grupo Sorolla	361	ES	Coop	NL	1.980	Valencia	Education
84	Nov svyat	360	BG	Coop	NL	1.945	Blagoevgrad	Clothing & footwear
85	Cooperativa di Costruzioni	354	IT	Coop	NL	1.908	Modena	Building, civil engineering
86	Steer Davies Gleave	350	UK	Trust	NL	1.997	London	Other transportation services
87	Prosciencia	350	ES	Coop	NL	1.993	Madrid	Education
88	Swann-Morton	350	UK	Trust	NL	1.964	Sheffield	Medical technology & supplies
89	ITMA Instituto Minusvalido Astur	344	ES	SAL	NL	1.988	Llanera	Cleaning services
90	Jelle La Lavorazione del Legno	317	IT	Coop	NL	1.908	Modena	Doors and windows manufacturer
91	CEA - Cooperativa Edile Appennino	308	IT	Coop	NL	1.984	Bologna	Building, civil engineering
92	ID Formation	304	FR	Coop	NL	1.994	Lille	Employment & training services
93	Ayuda a domicilio de Murcia	300	ES	SAL	NL	1.987	Murcia	Home care
94	Obzor	300	CZ	Coop	NL	1.965	Zlín	Electrical products
95	Sunderland Home Care	300	UK	Coop	NL	1.994	Sunderland	Hospitals & health-care
96	Martin Hoppmann	300	DE	Trust	NL	1.974	Siegen	Auto dealers & parts retailing
97	Titi Floris	295	FR	Coop	NL	2.006	Nantes	Transportation services
98	Colegio Echeyde	285	ES	Coop	NL	1.982	Tenerife	Education
99	Comotrans	271	ES	Coop	NL	1.972	Granada	Transportation services
100	Granat	260	CZ	Coop	NL	1.953	Turnov	Luxury goods & watches

Graph 12

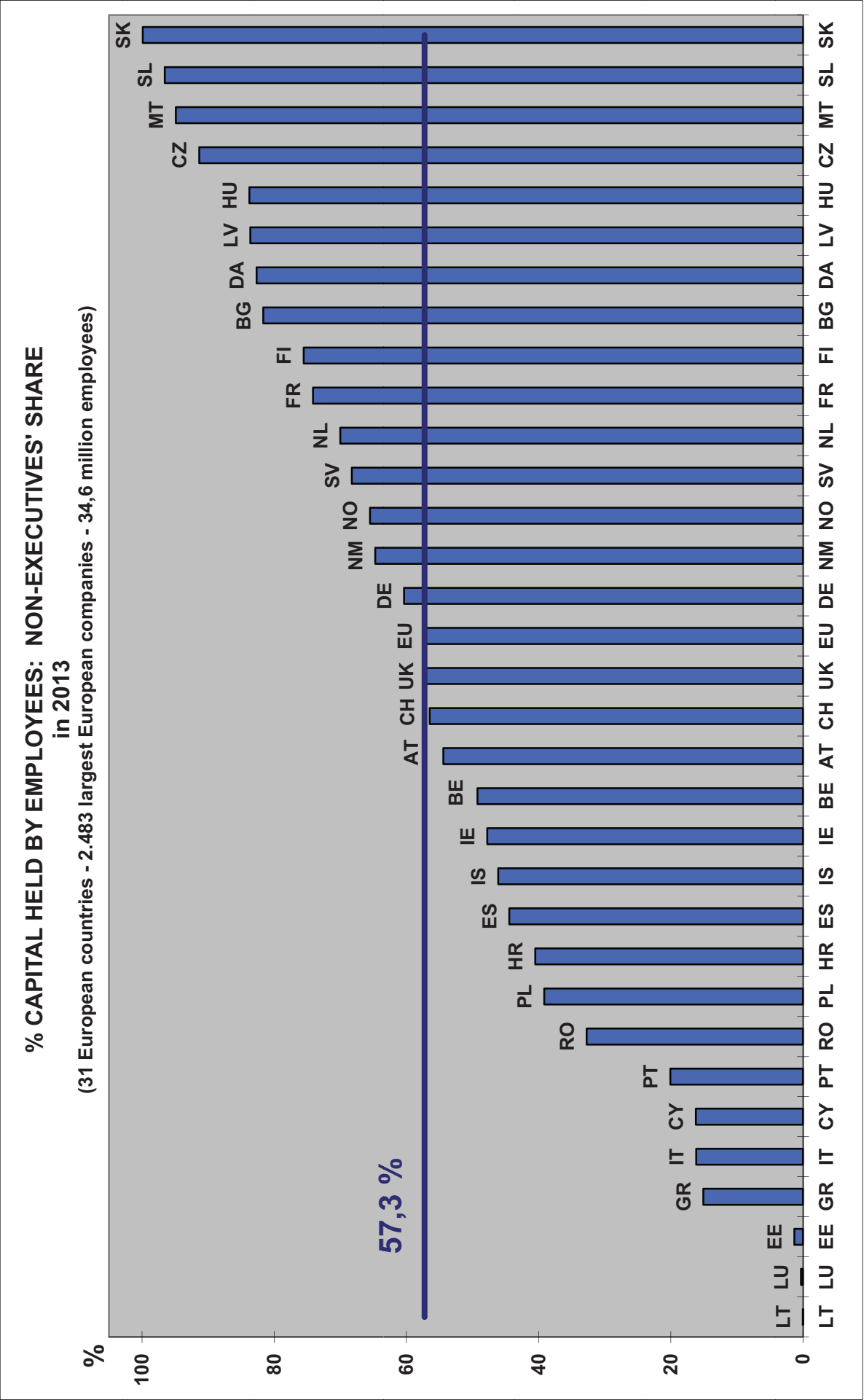




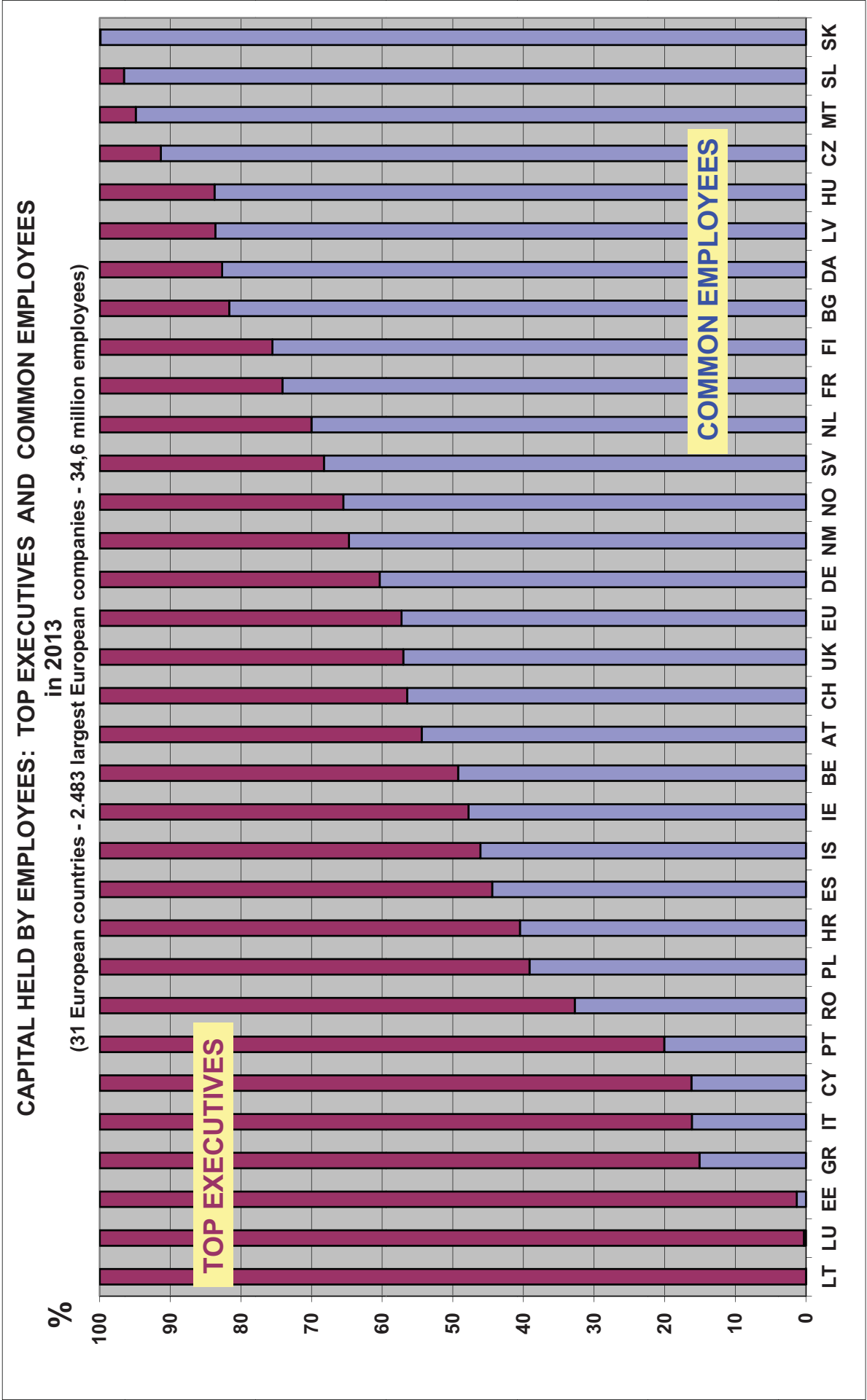


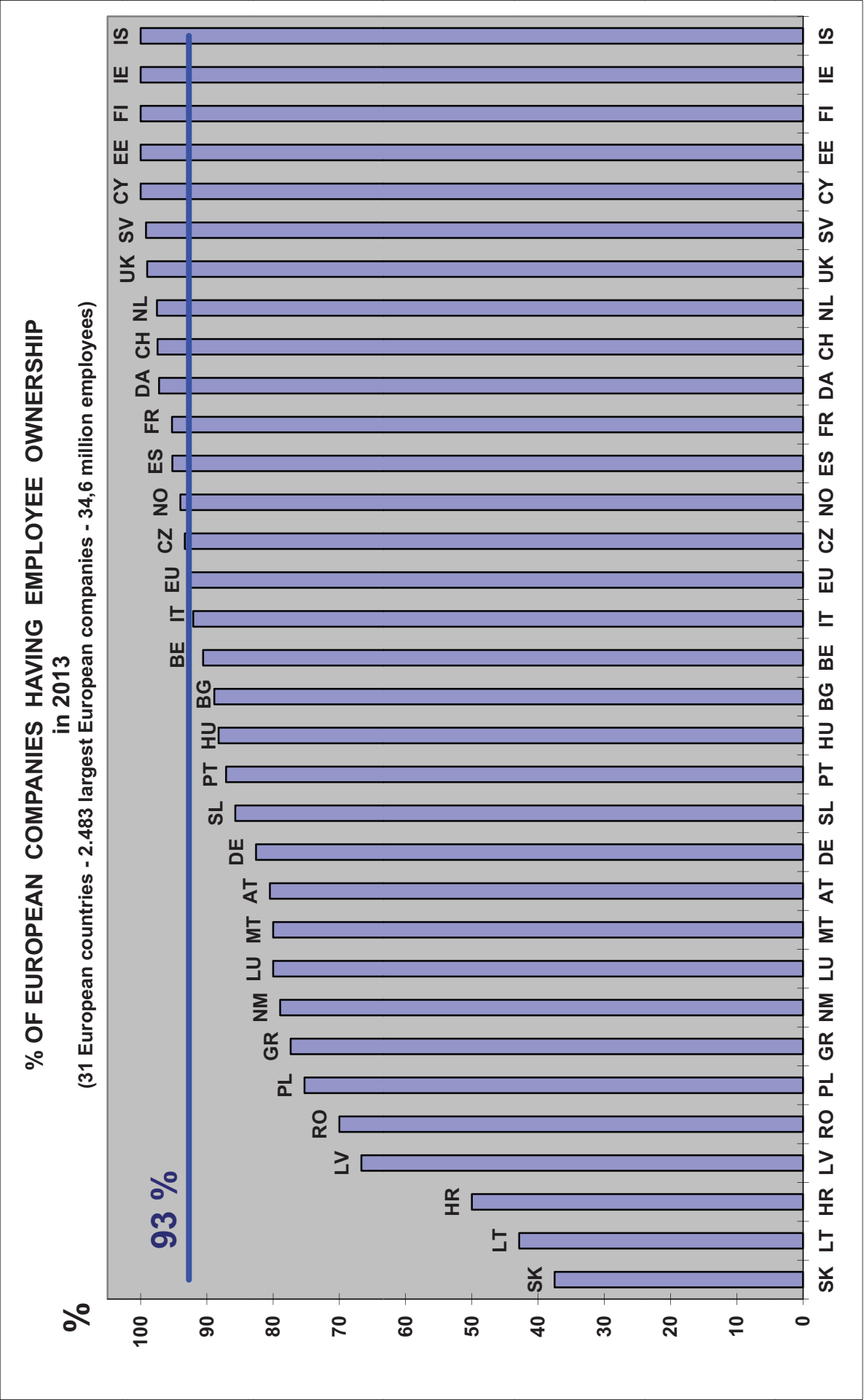


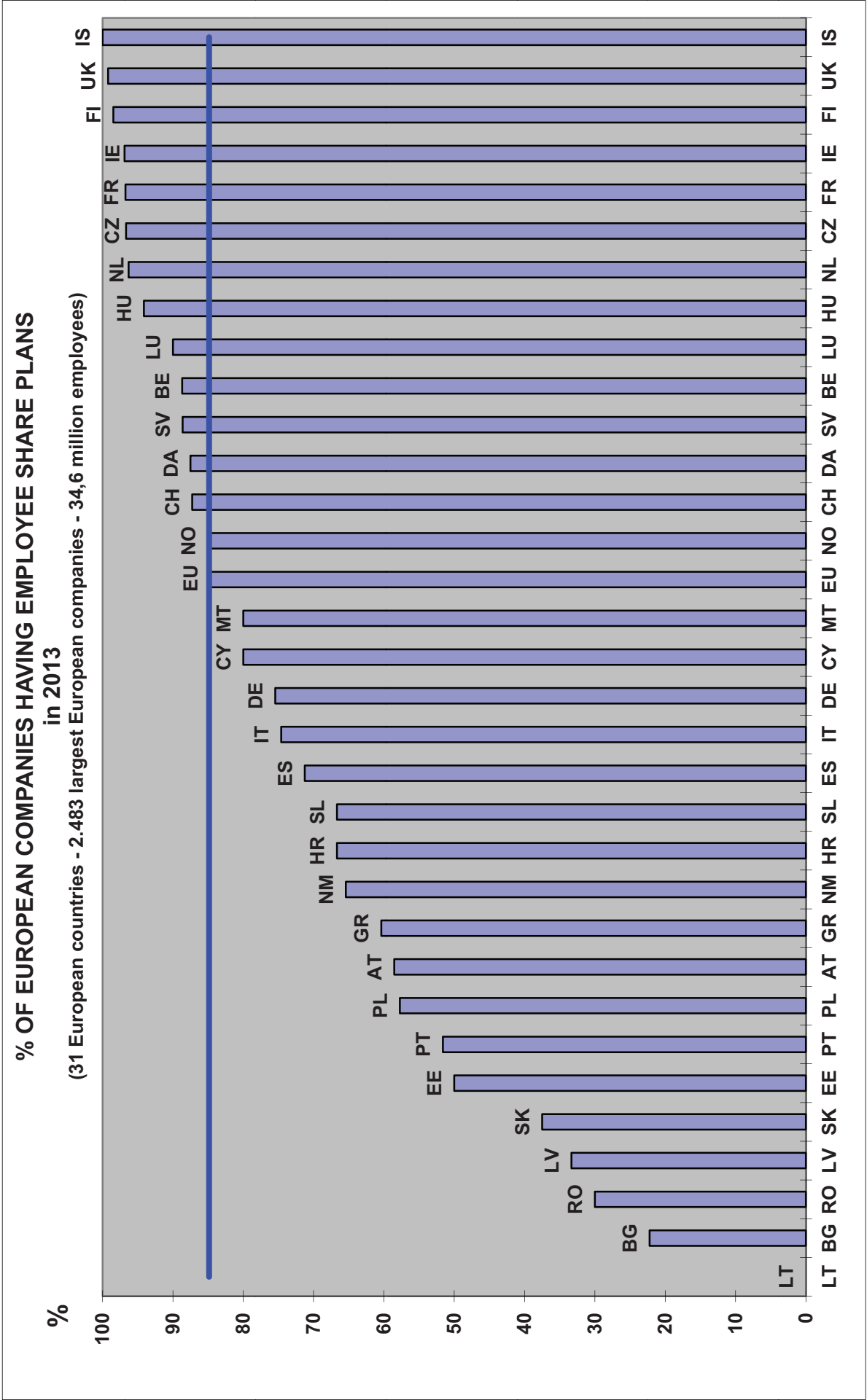
Graph 16

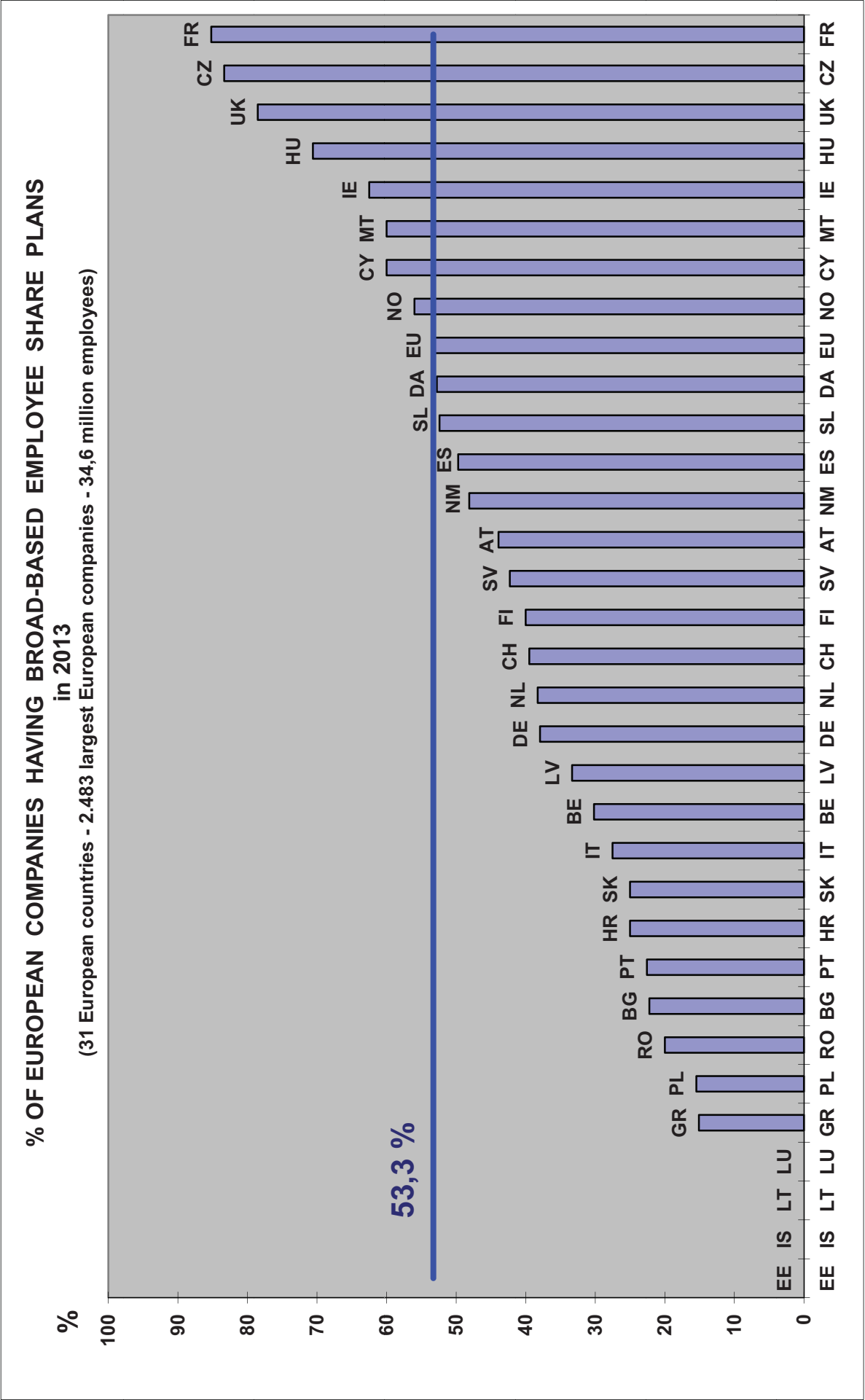


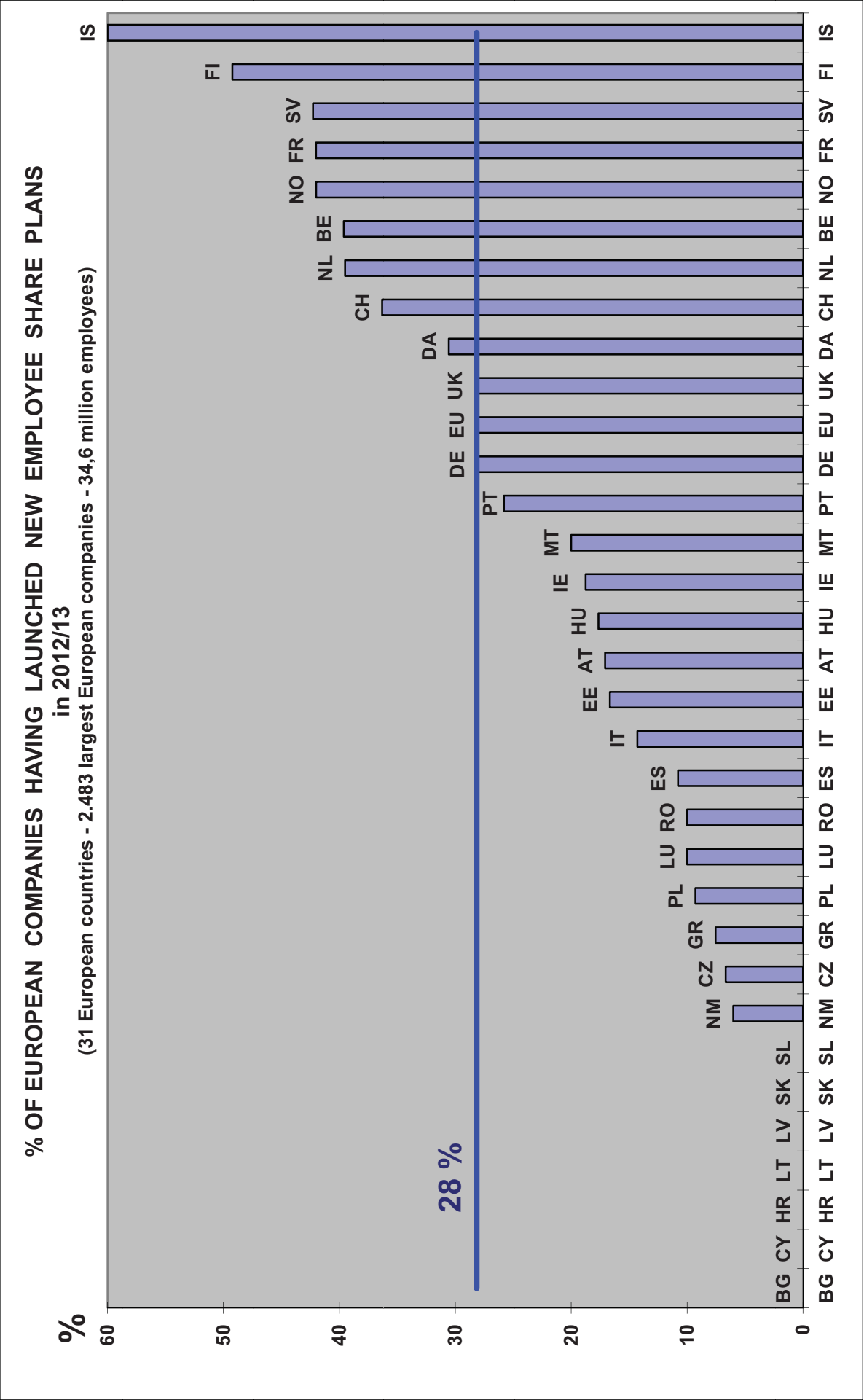
Graph 17

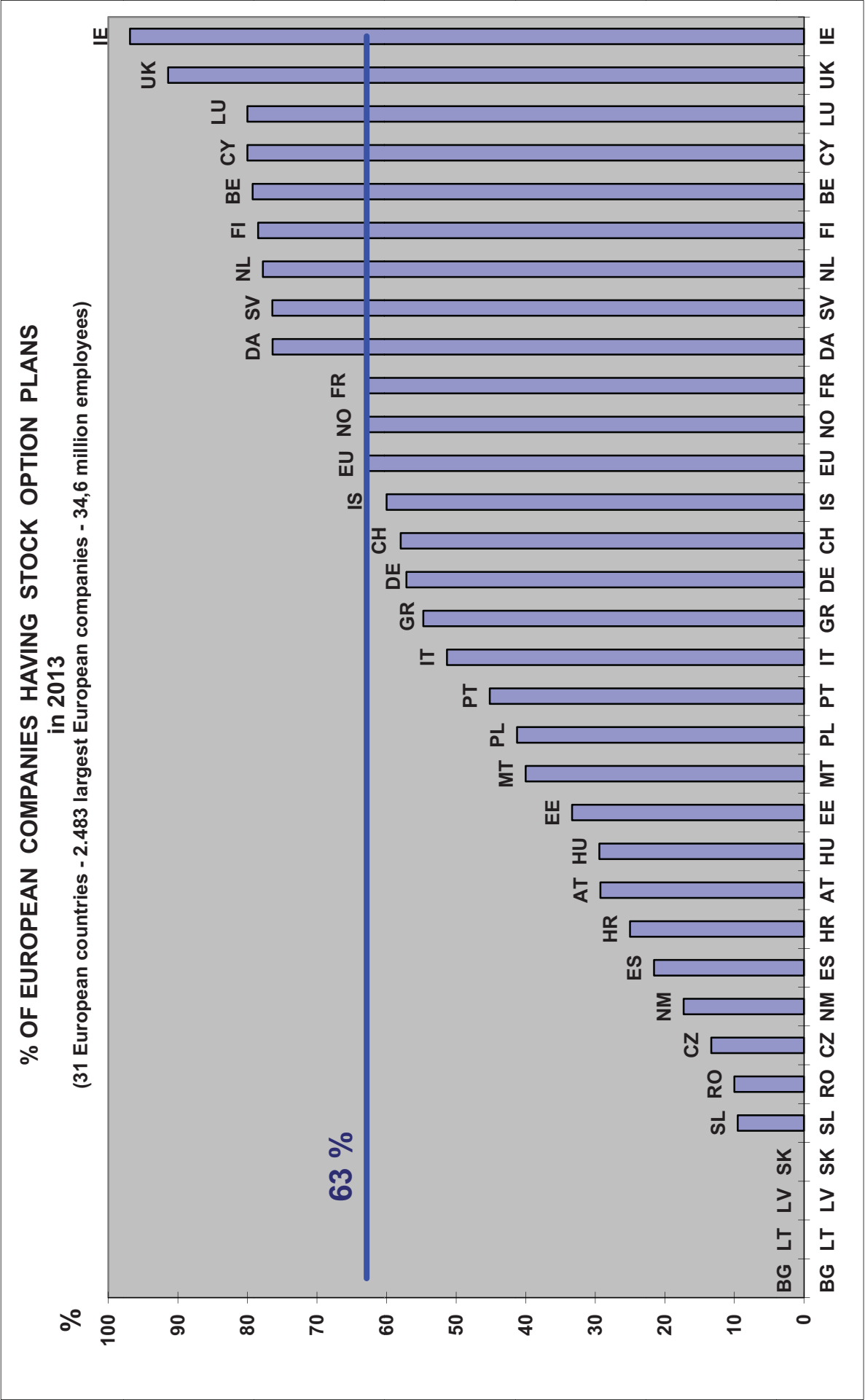


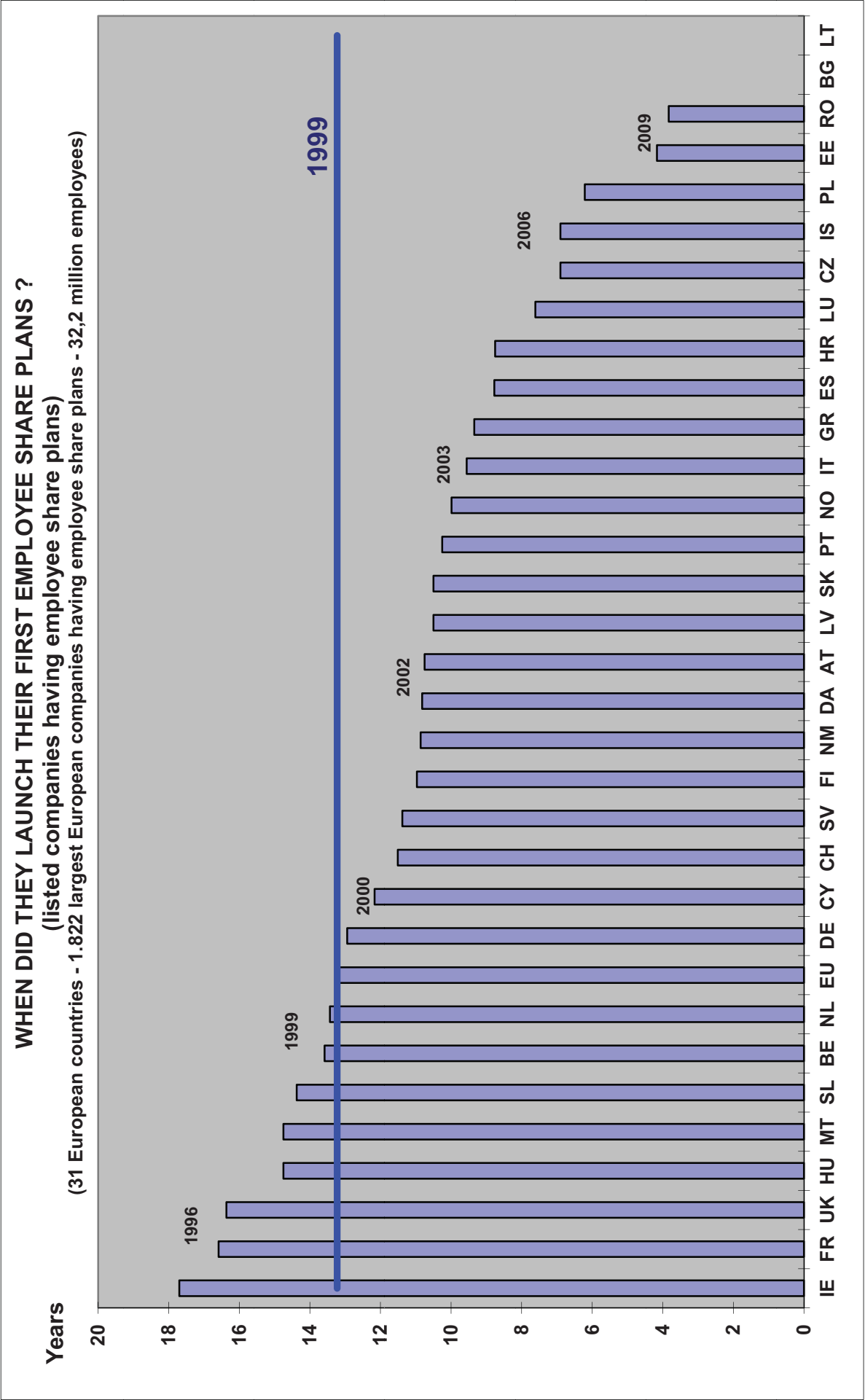




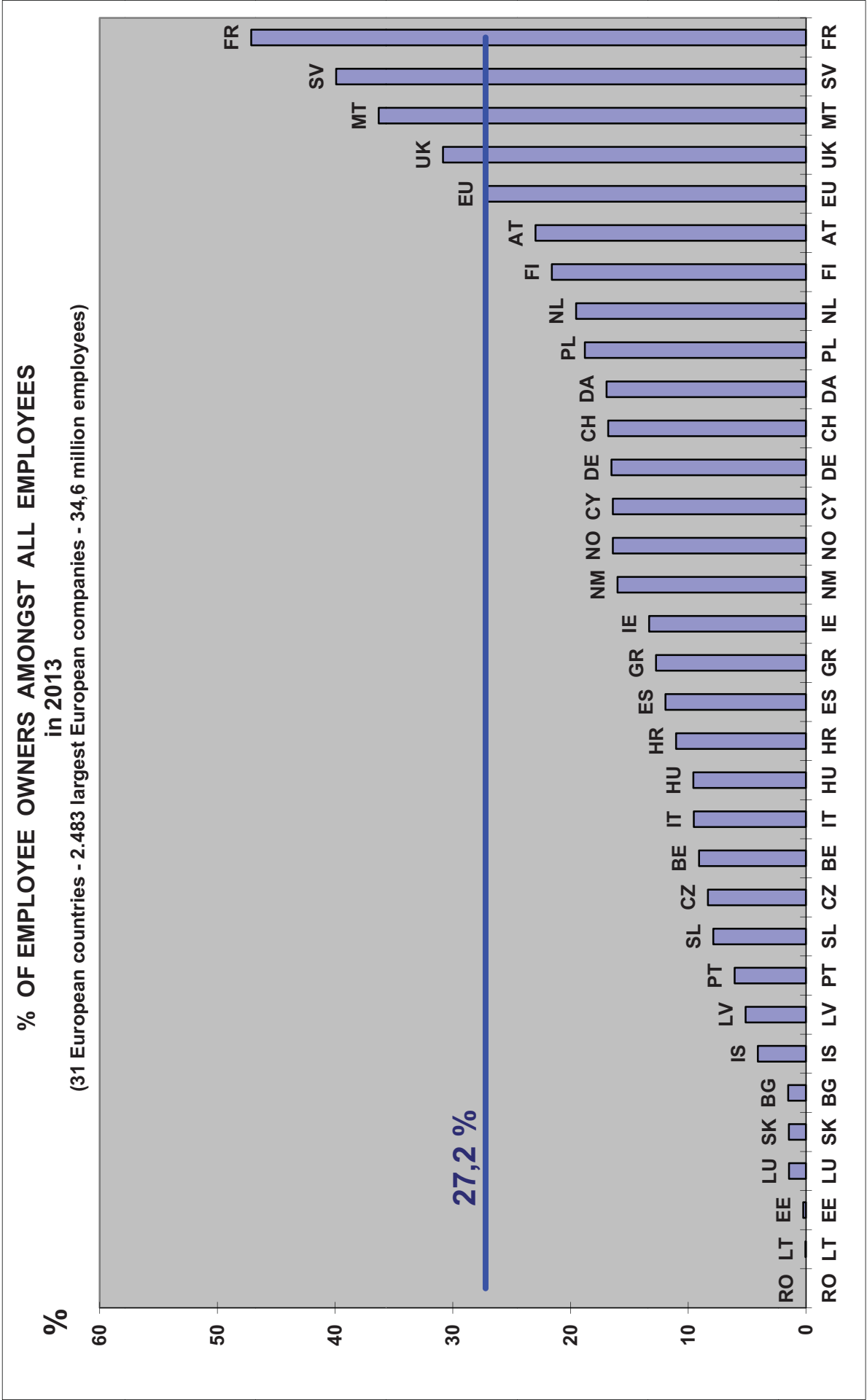


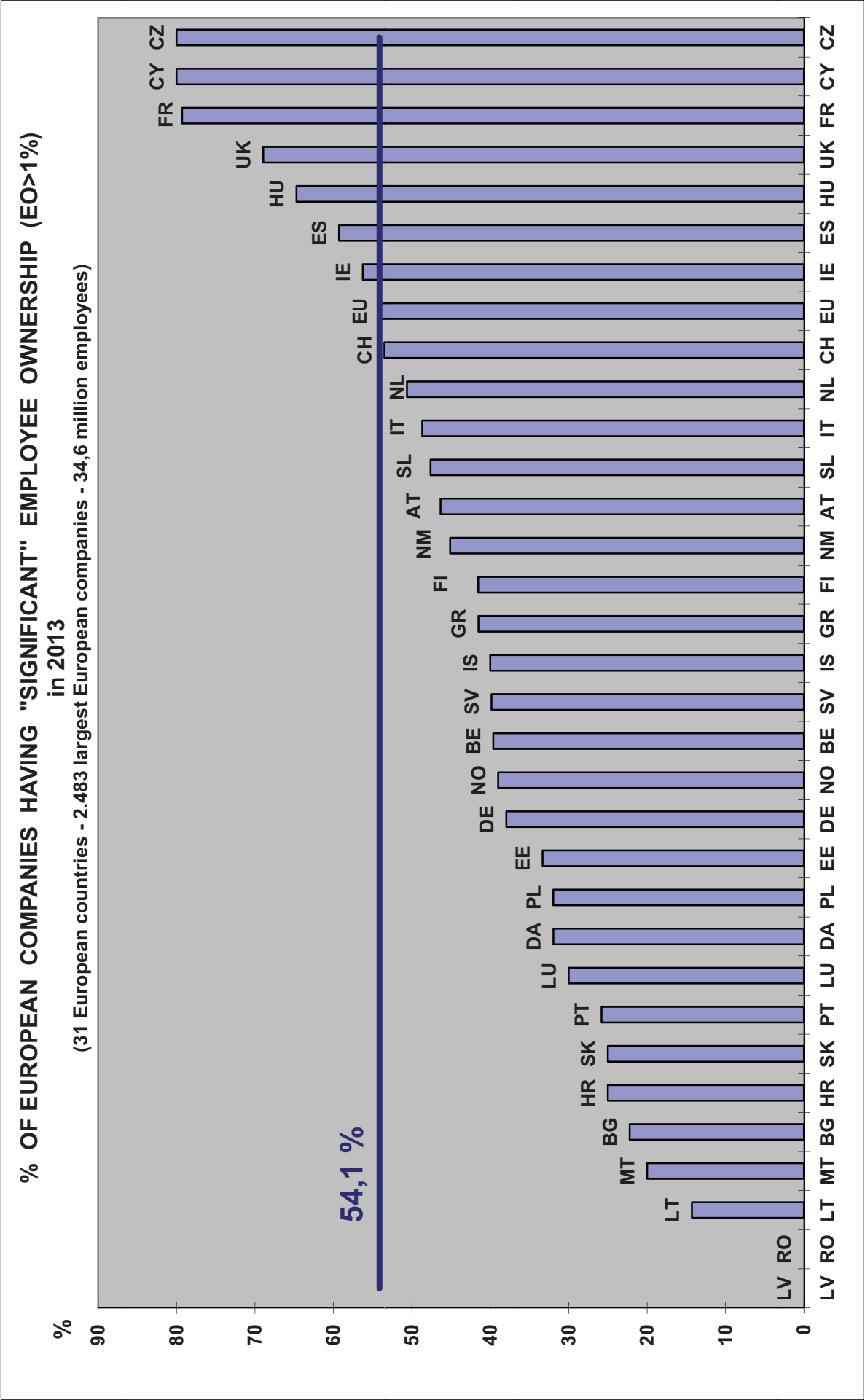


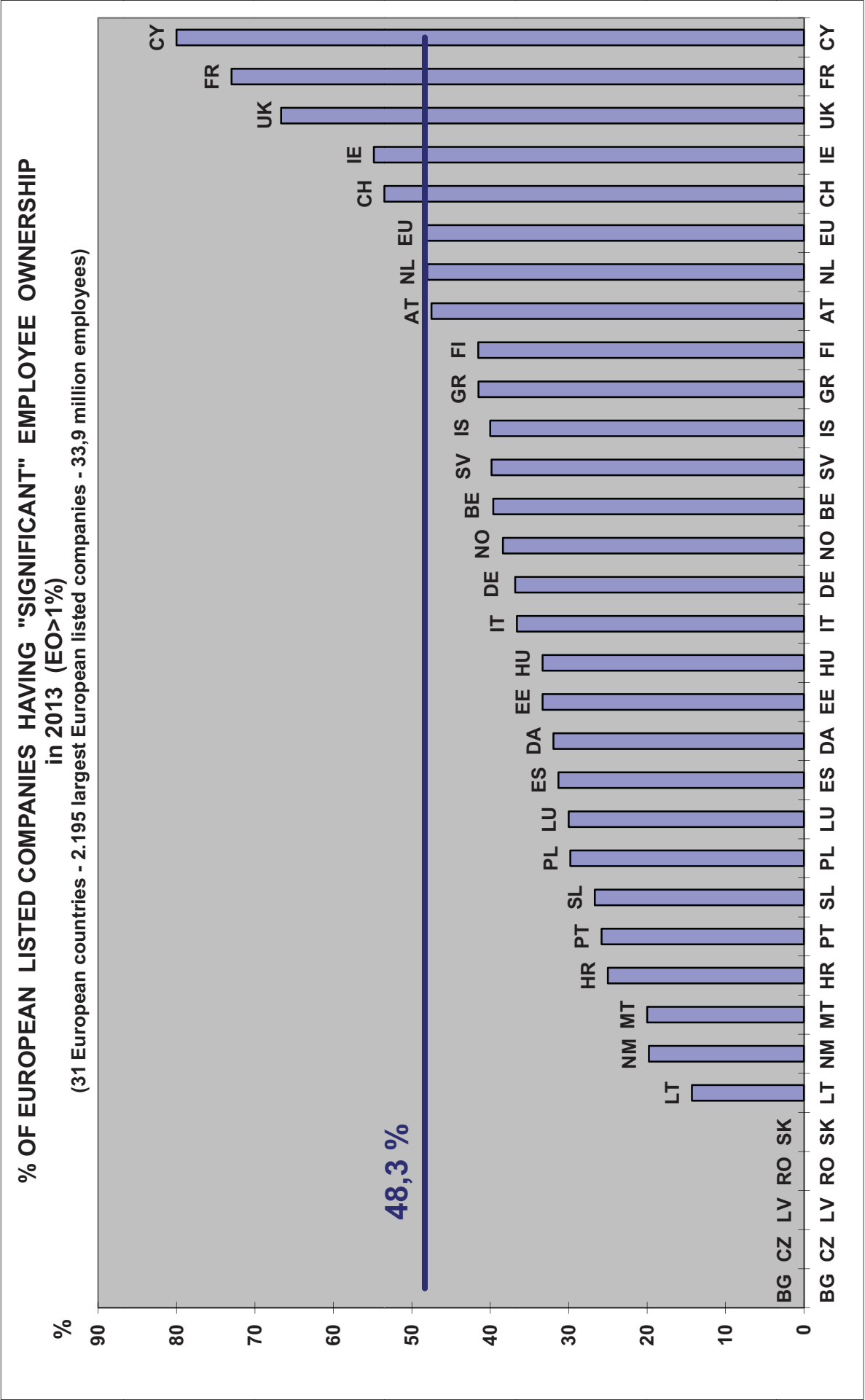




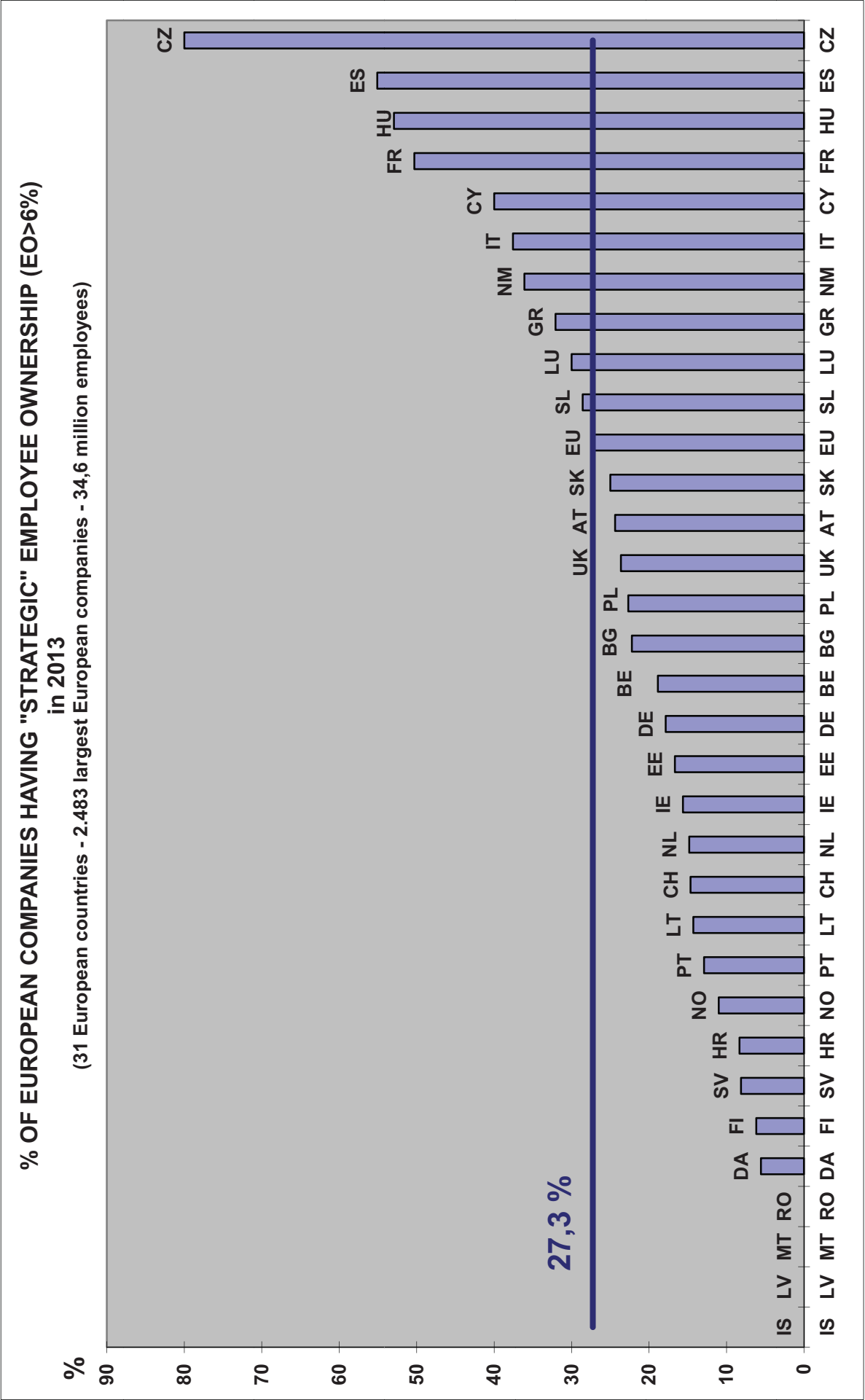
Graph 24

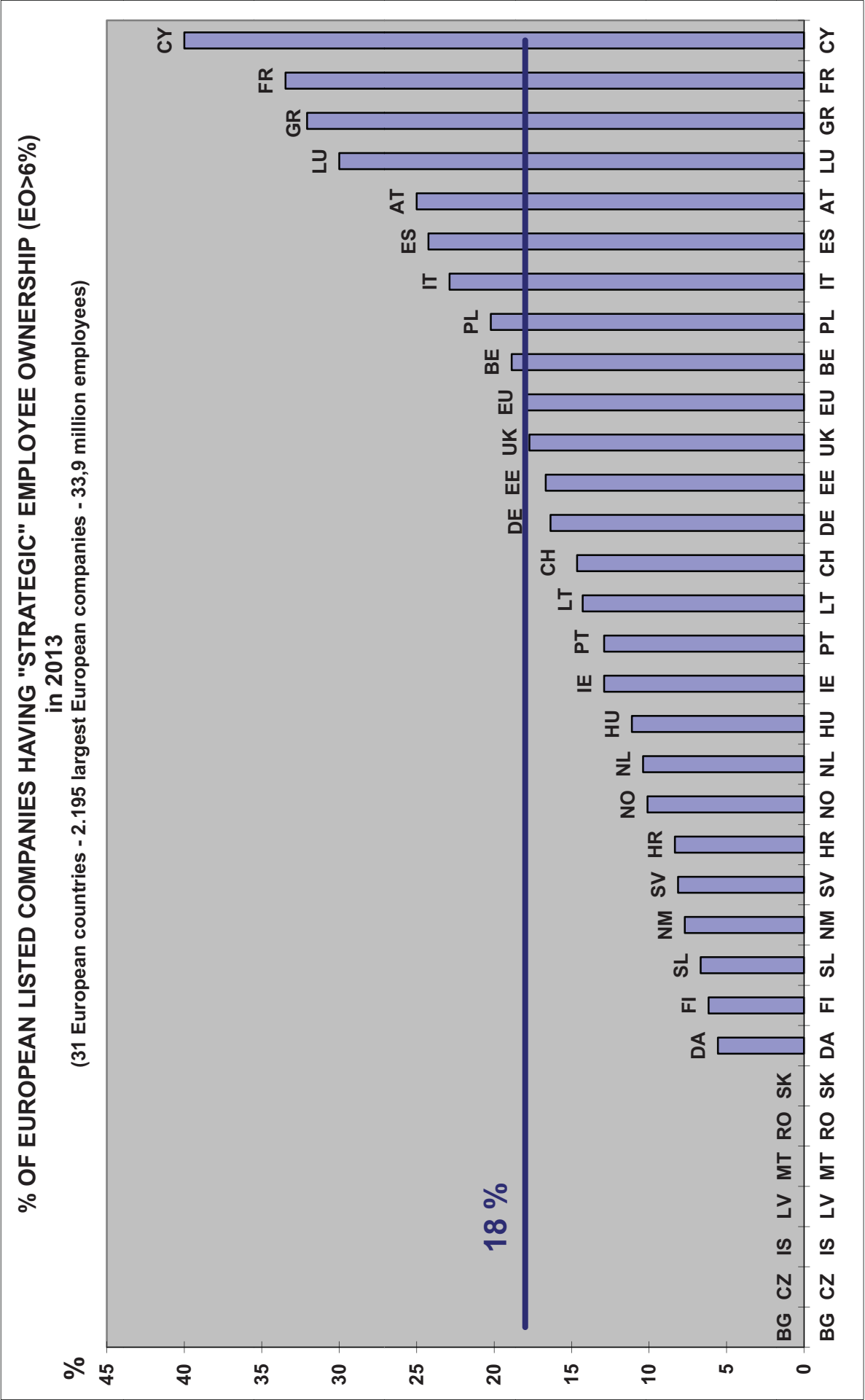


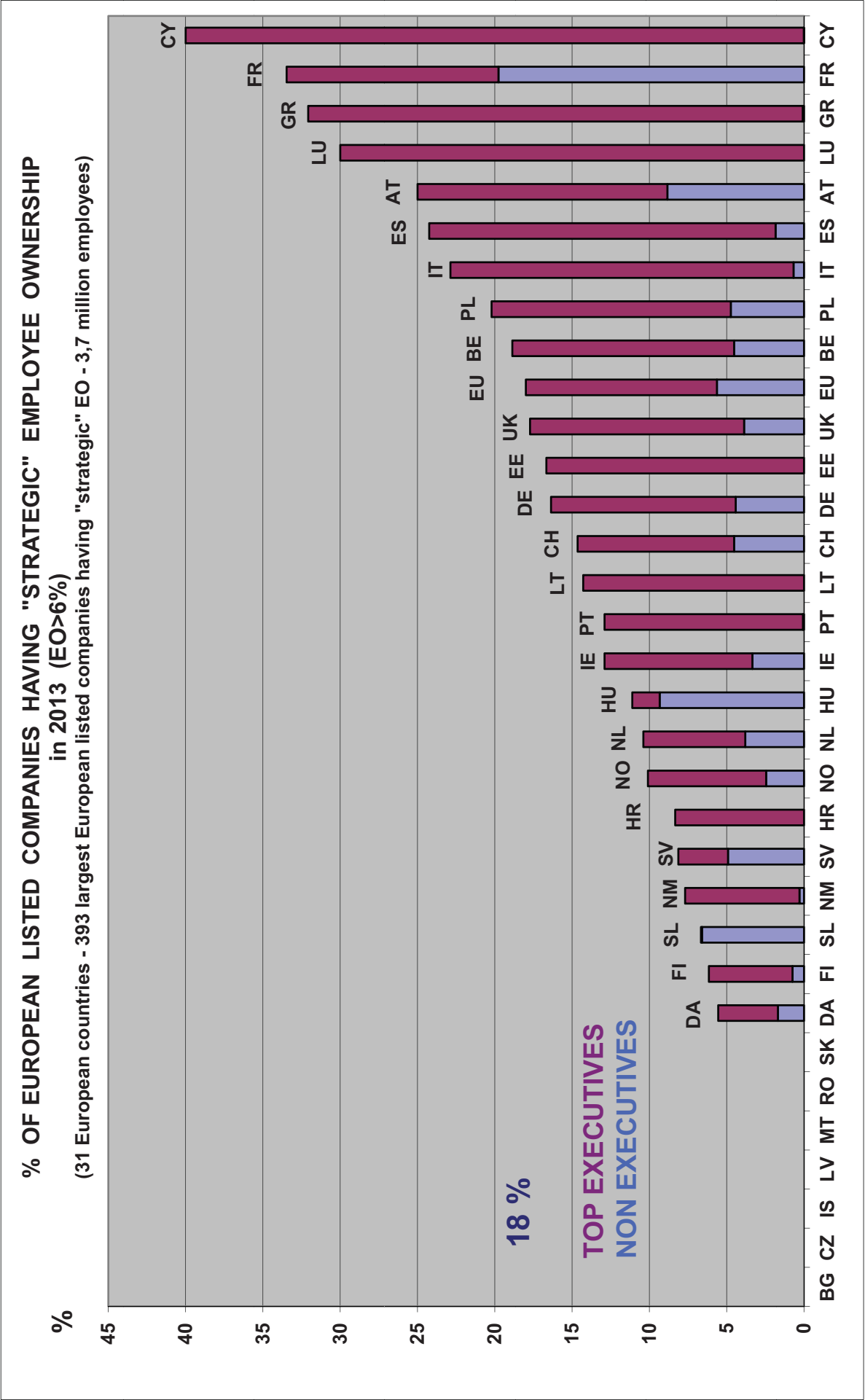




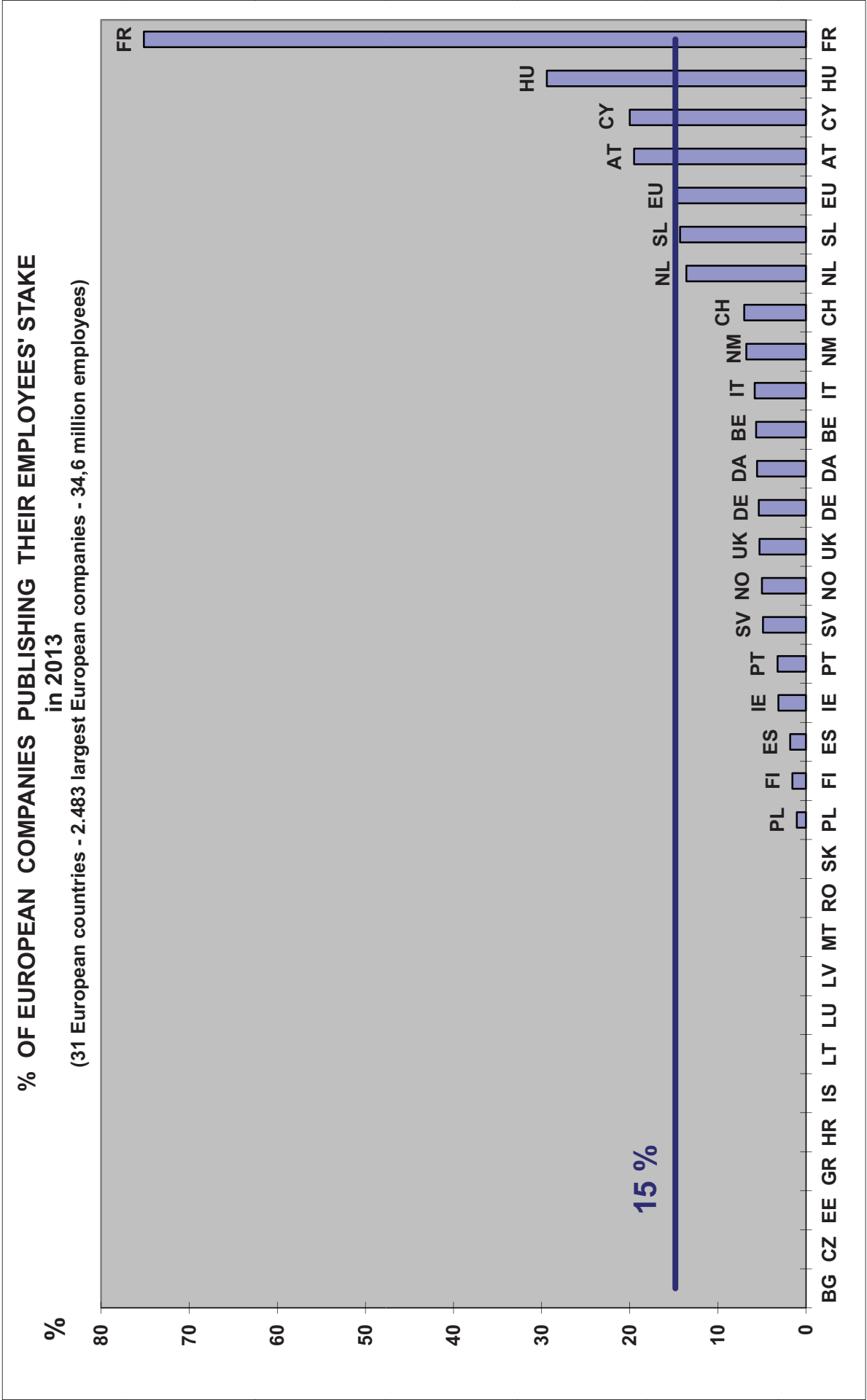
Graph 27

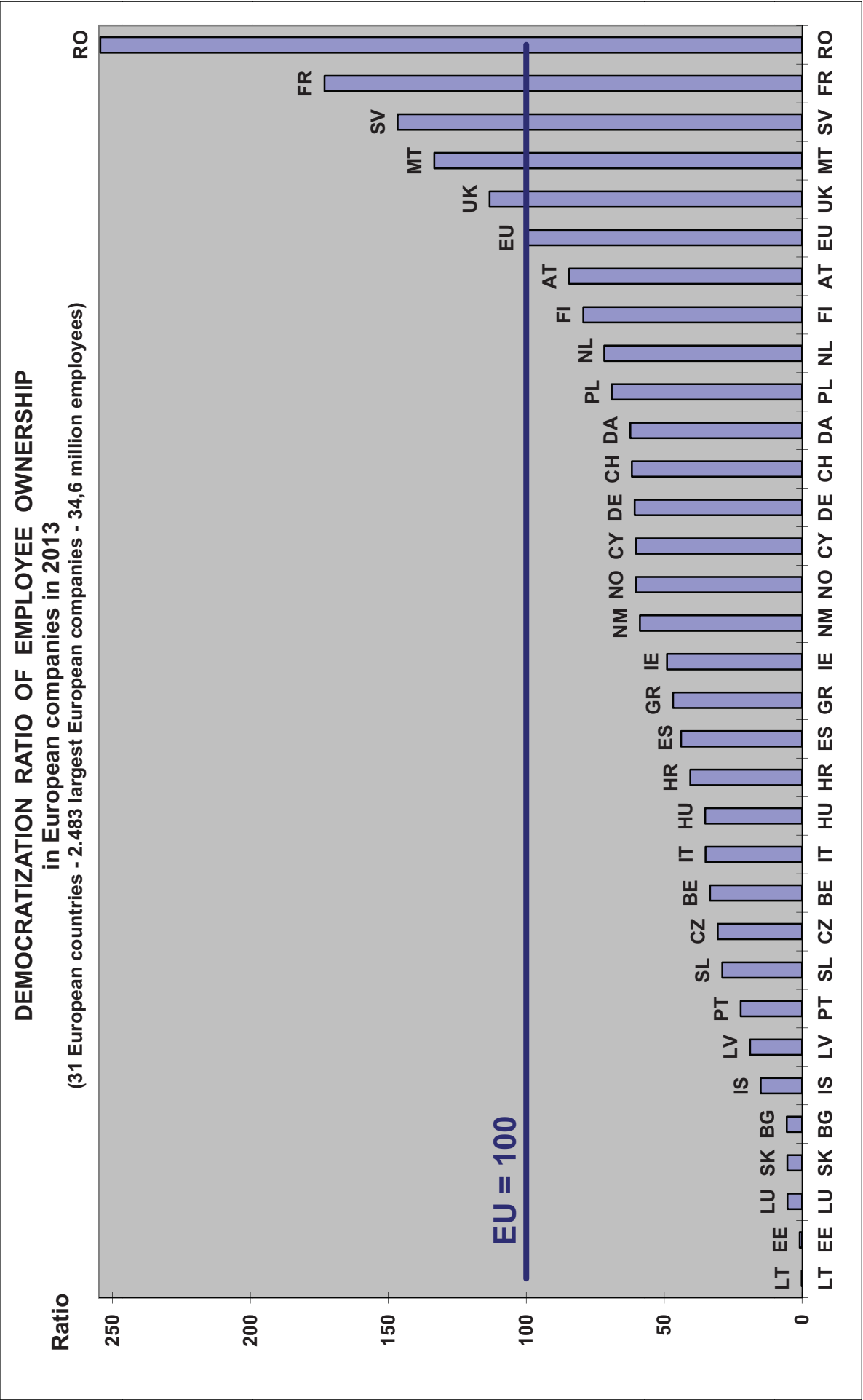




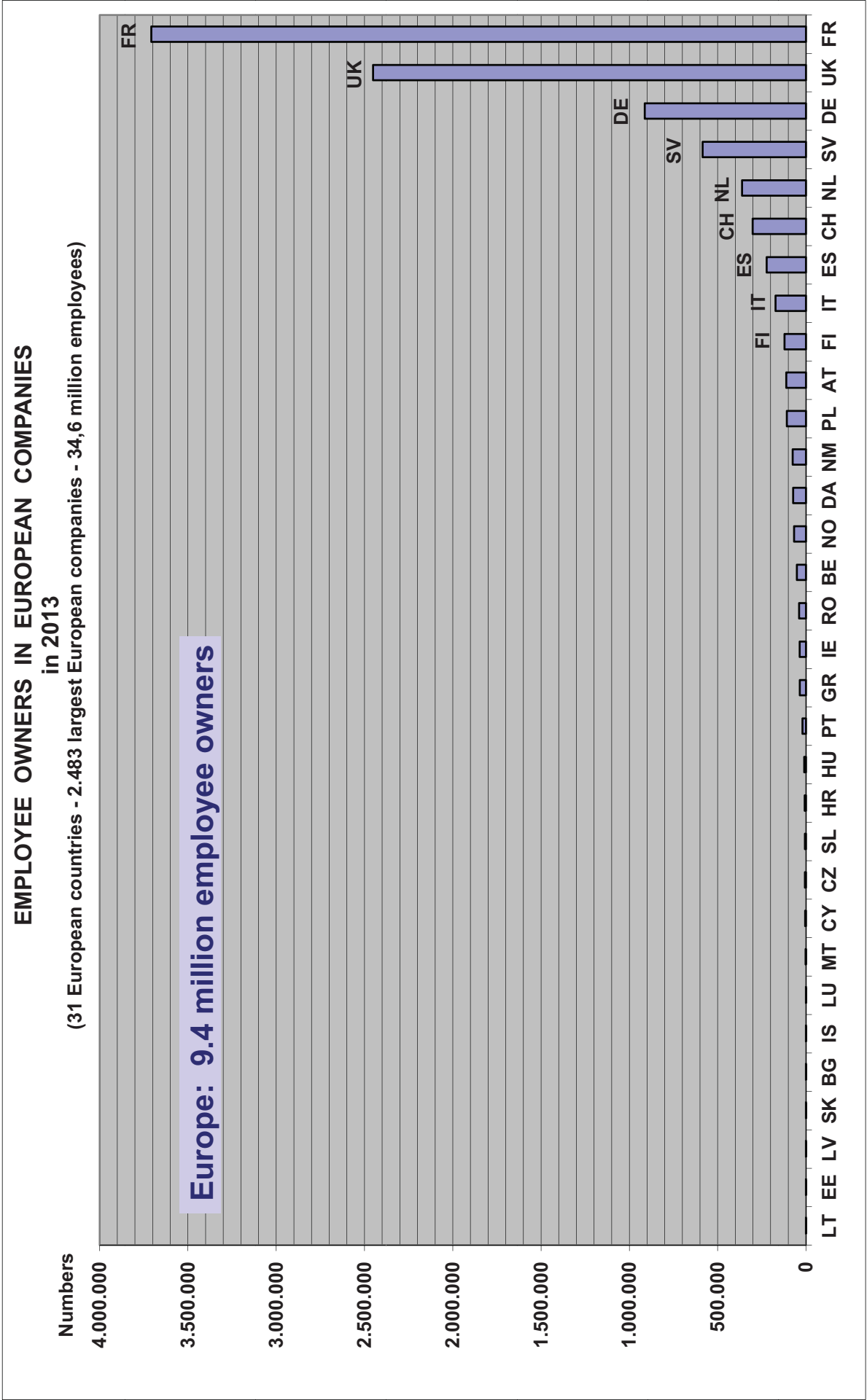


Graph 30

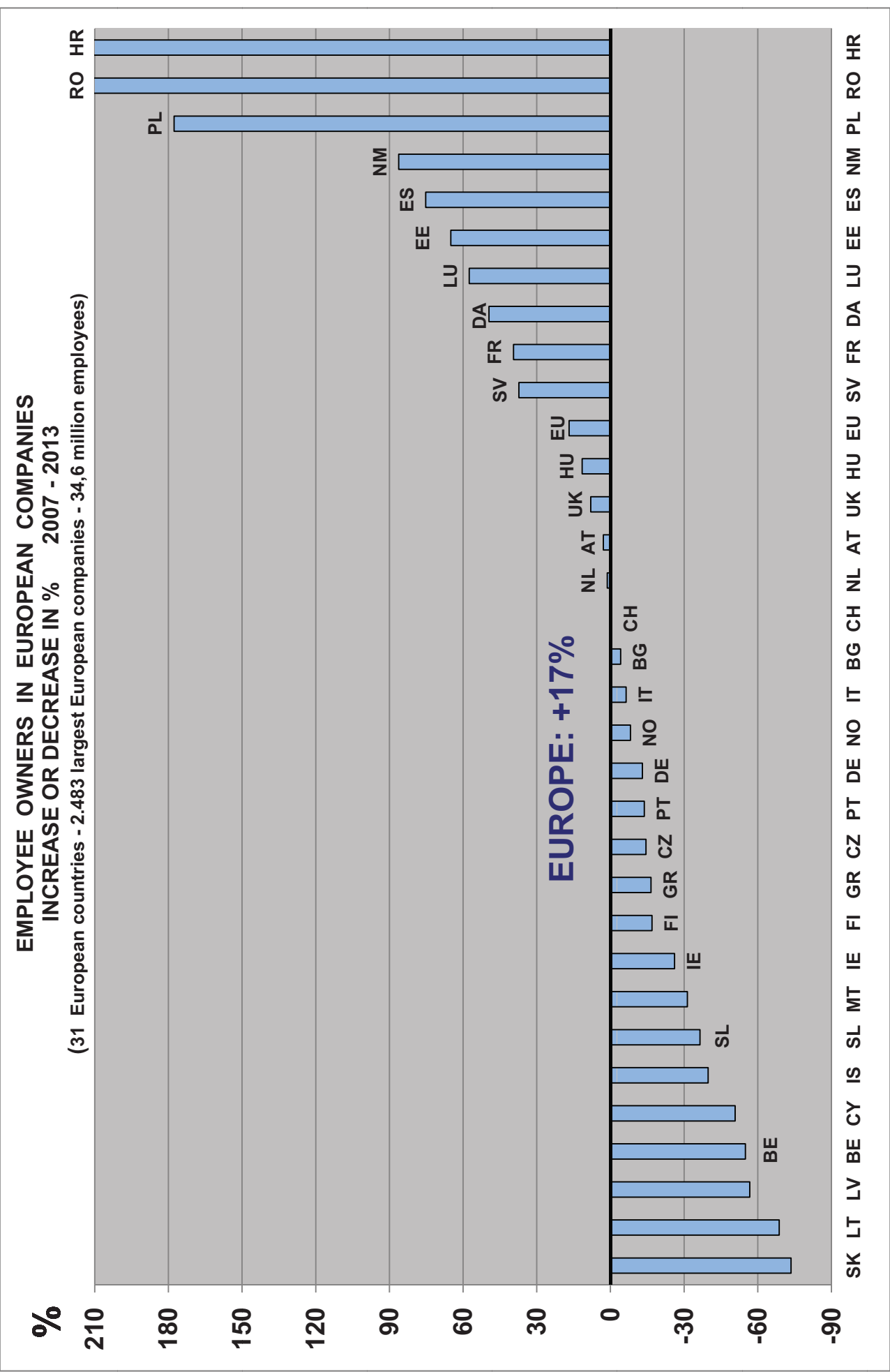




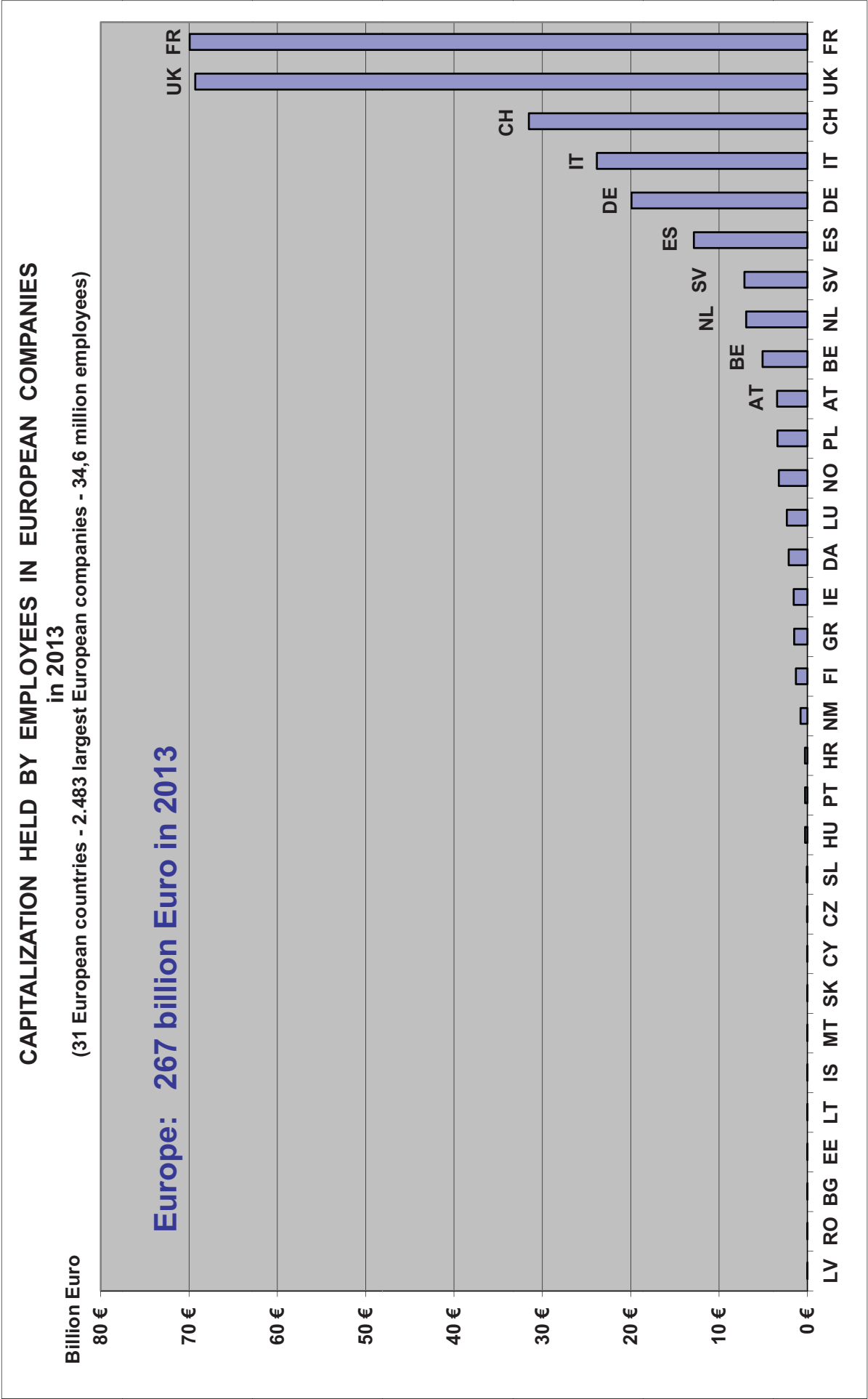
Graph 32



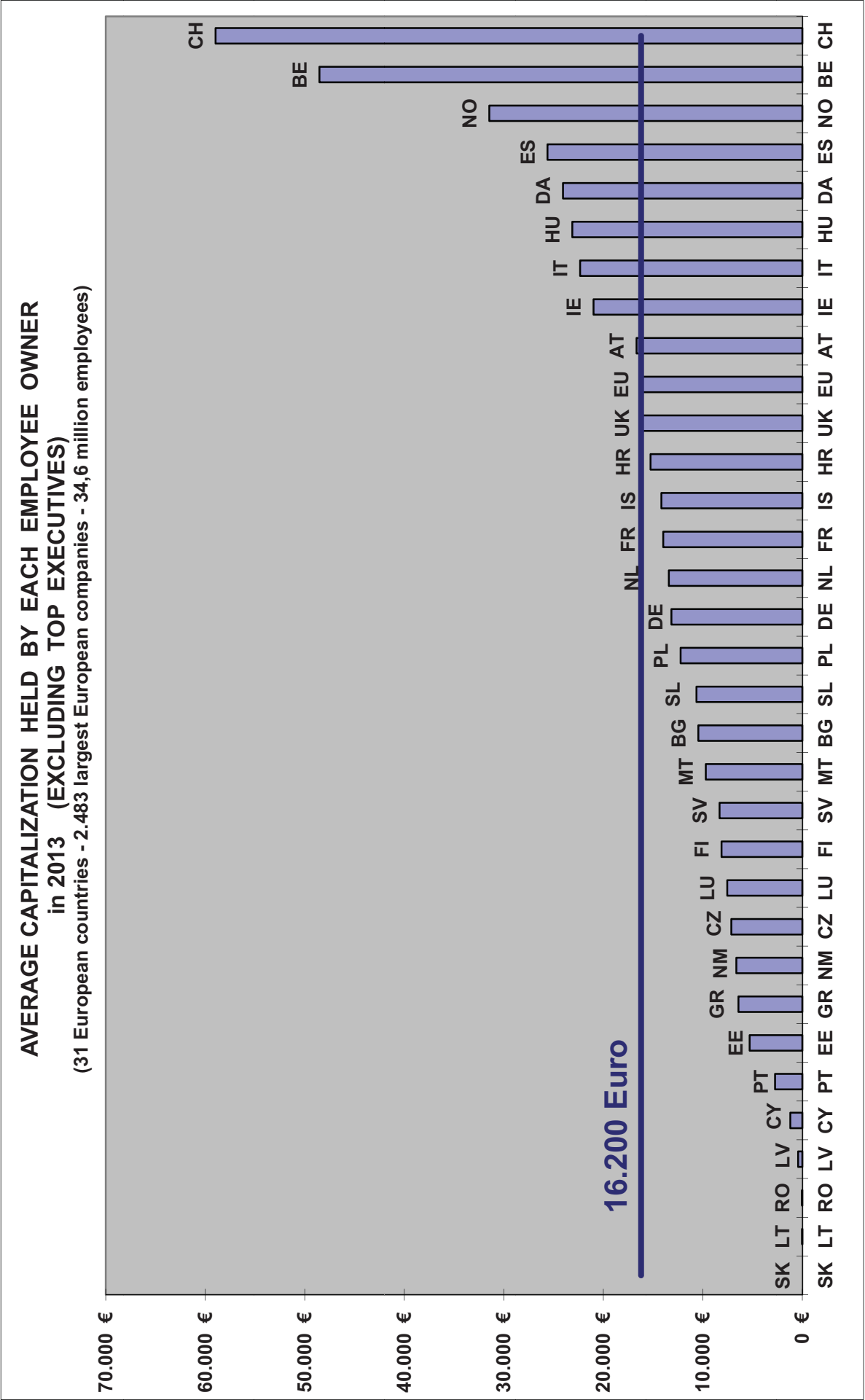
Graph 33



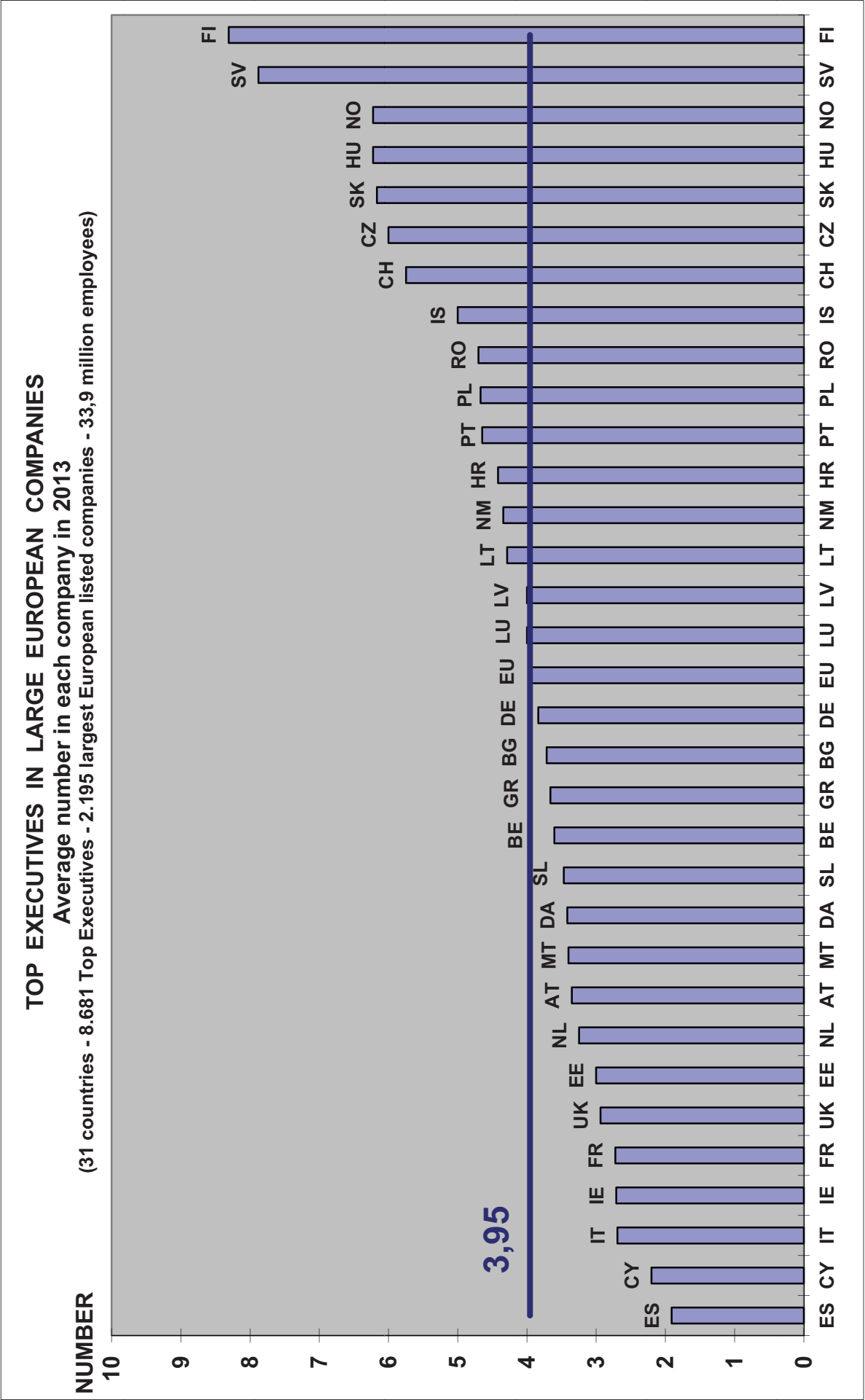
Graph 34



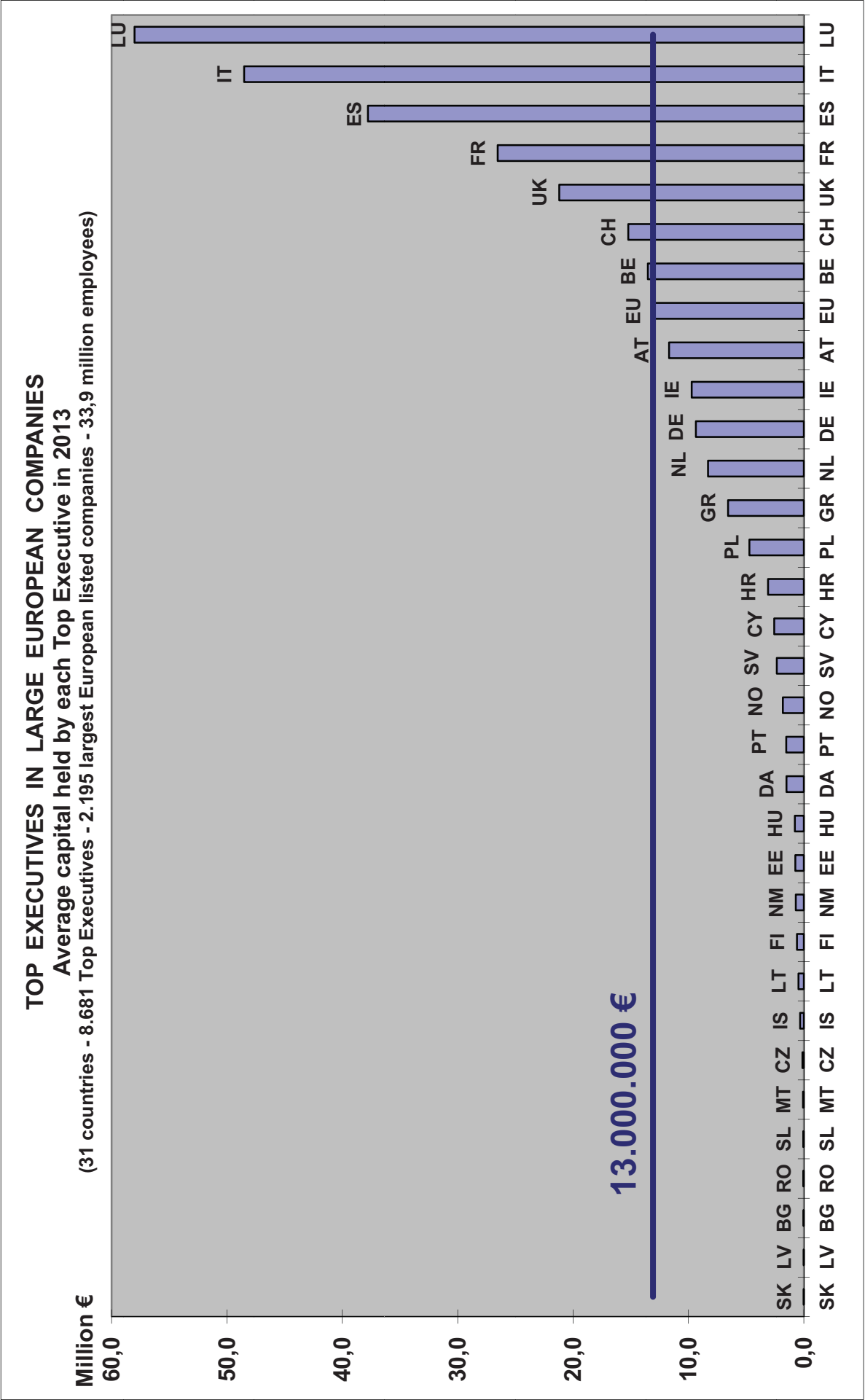
Graph 35



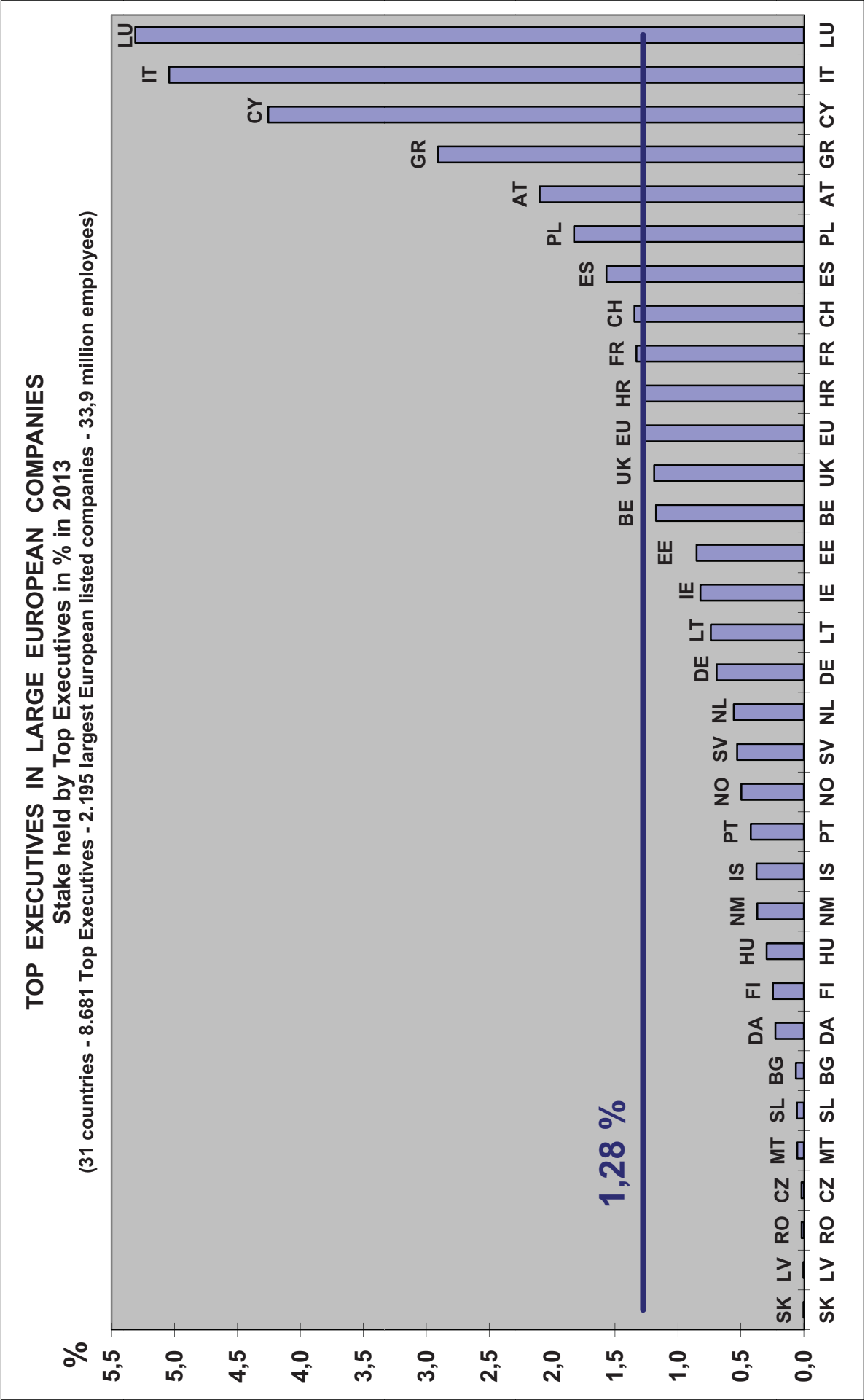
Graph 36



Graph 37



Graph 38



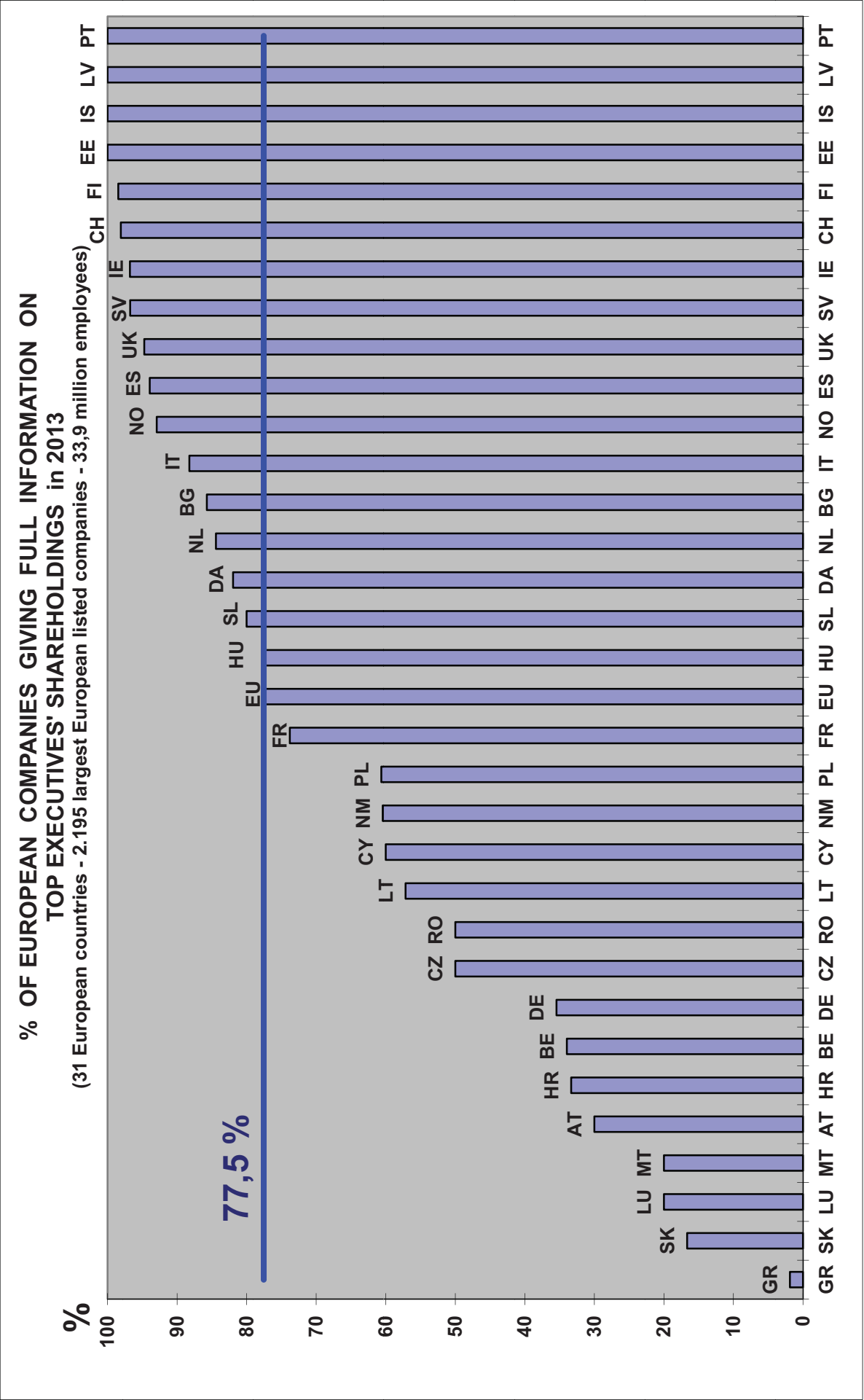


Table 23: Information on Top Executives' shareholdings in 2013

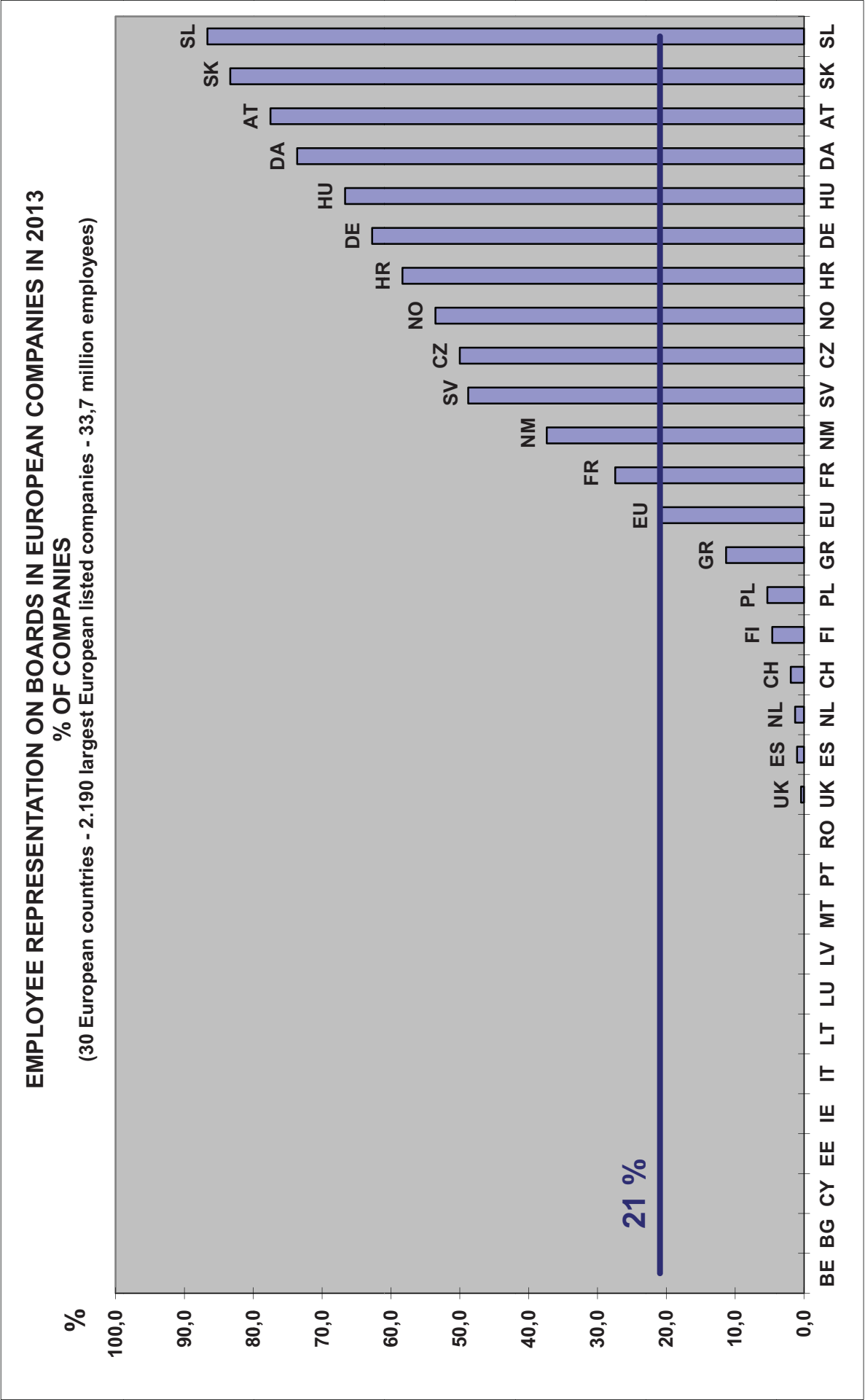
INFORMATION ON TOP EXECUTIVES' SHAREHOLDINGS IN 2013			
Countries	Listed Companies	Listed Companies giving full information on Top Executives' shareholdings	
	Number	Number	%
AT	40	12	30,0%
BE	53	18	34,0%
BG	7	6	85,7%
CH	157	154	98,1%
CY	5	3	60,0%
CZ	6	3	50,0%
DA	72	59	81,9%
DE	220	78	35,5%
EE	6	6	100,0%
ES	99	93	93,9%
FI	65	64	98,5%
FR	248	183	73,8%
GR	53	1	1,9%
HR	12	4	33,3%
HU	9	7	77,8%
IE	31	30	96,8%
IS	5	5	100,0%
IT	153	135	88,2%
LT	7	4	57,1%
LU	10	2	20,0%
LV	3	3	100,0%
MT	5	1	20,0%
NL	77	65	84,4%
NO	99	92	92,9%
PL	94	57	60,6%
PT	31	31	100,0%
RO	10	5	50,0%
SK	6	1	16,7%
SL	15	12	80,0%
SV	123	119	96,7%
UK	474	449	94,7%
31 COUNTRIES	2.195	1.702	77,5%
13 NMS - PL (*)	91	55	60,4%

(*) "New" Member States except Poland

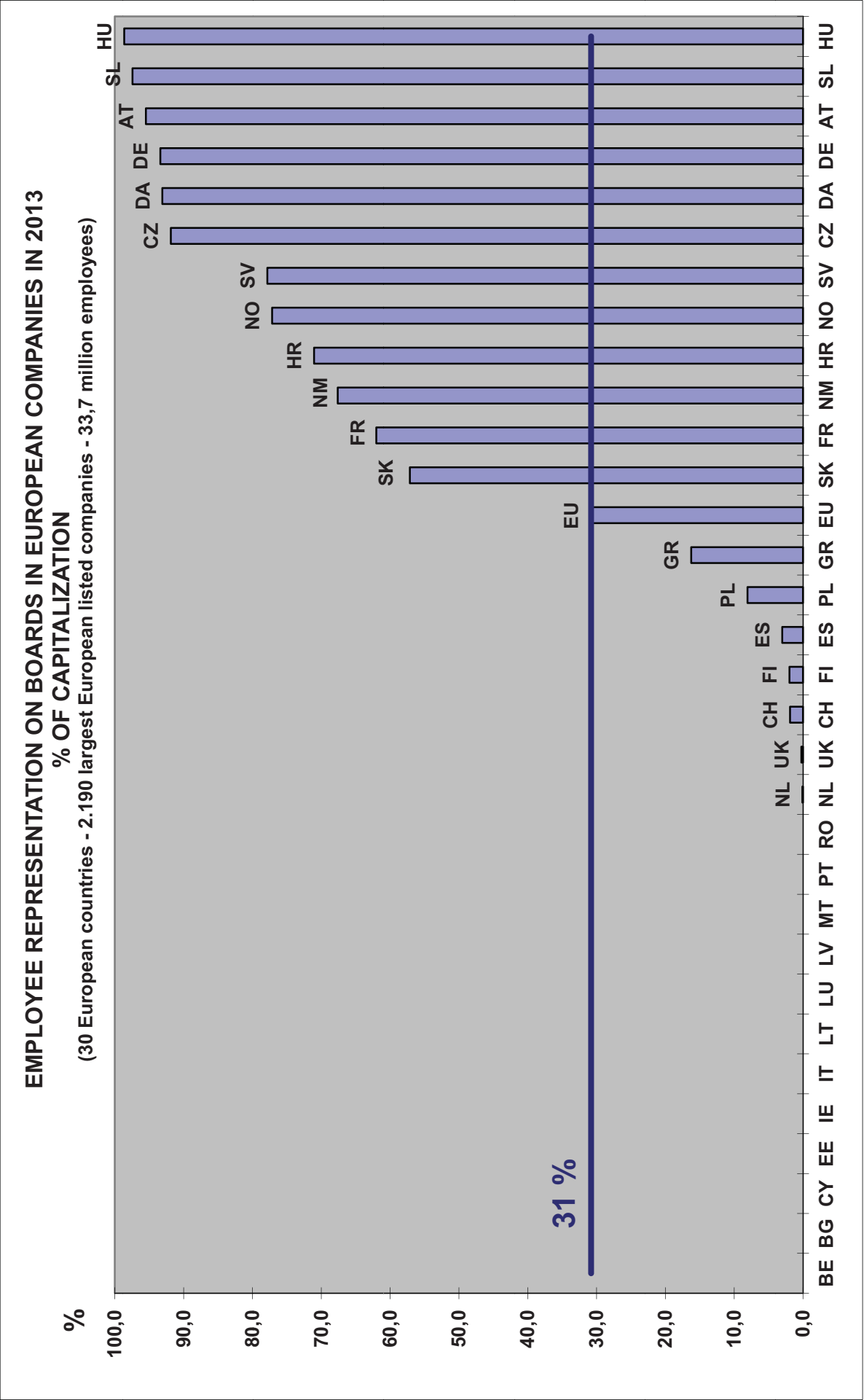
Table 24: Data on corporate governance and profit-sharing in large European listed companies in 2013

	COMPANIES		EMPLOYMENT		CAPITALISATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.195	100,0%	33,9	100,0%	8.885 €	100,0%
<u>BOARD STRUCTURE</u>						
One-tier board structure	1.080	49,2%	20,0	59,0%	5.451 €	61,3%
Two-tier board structure	1.115	50,8%	13,9	41,0%	3.434 €	38,7%
<u>REPRESENTATION ON BOARDS</u>						
Employee shareholders on boards	34	1,5%	2,2	6,4%	404 €	4,5%
Employees on boards (shareholders or not)	458	20,9%	12,1	35,7%	2.738 €	30,8%
Executive owners on boards	251	11,4%	1,7	5,1%	287 €	3,2%
<u>PROFIT SHARING</u>						
in Europe	358	16,3%	11,8	34,9%	2.518 €	28,3%
idem except France	143	7,3%	4,4	16,5%	1.192 €	15,8%
<u>VOTING RIGHTS</u>						
Positive discrimination for employee ownership	64	2,9%	3,9	11,5%	663 €	7,5%
Negative discrimination against employee ownership	124	6,4%	2,1	7,9%	524 €	7,0%
<u>TOP EXECUTIVES</u>						
Full information about shares held by Top Executives	1.702	77,5%	26,8	79,2%	7.574 €	85,2%

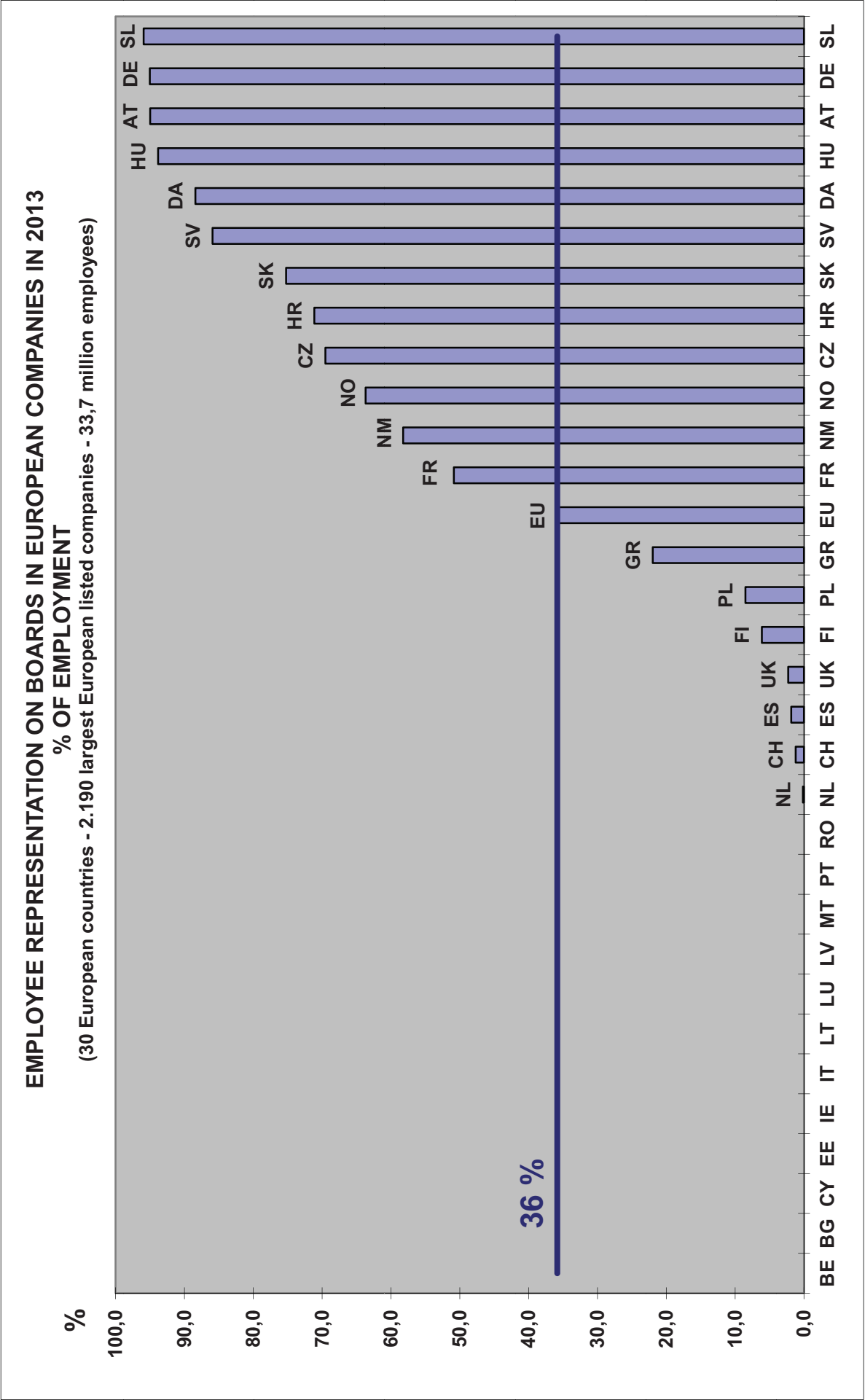
Graph 40



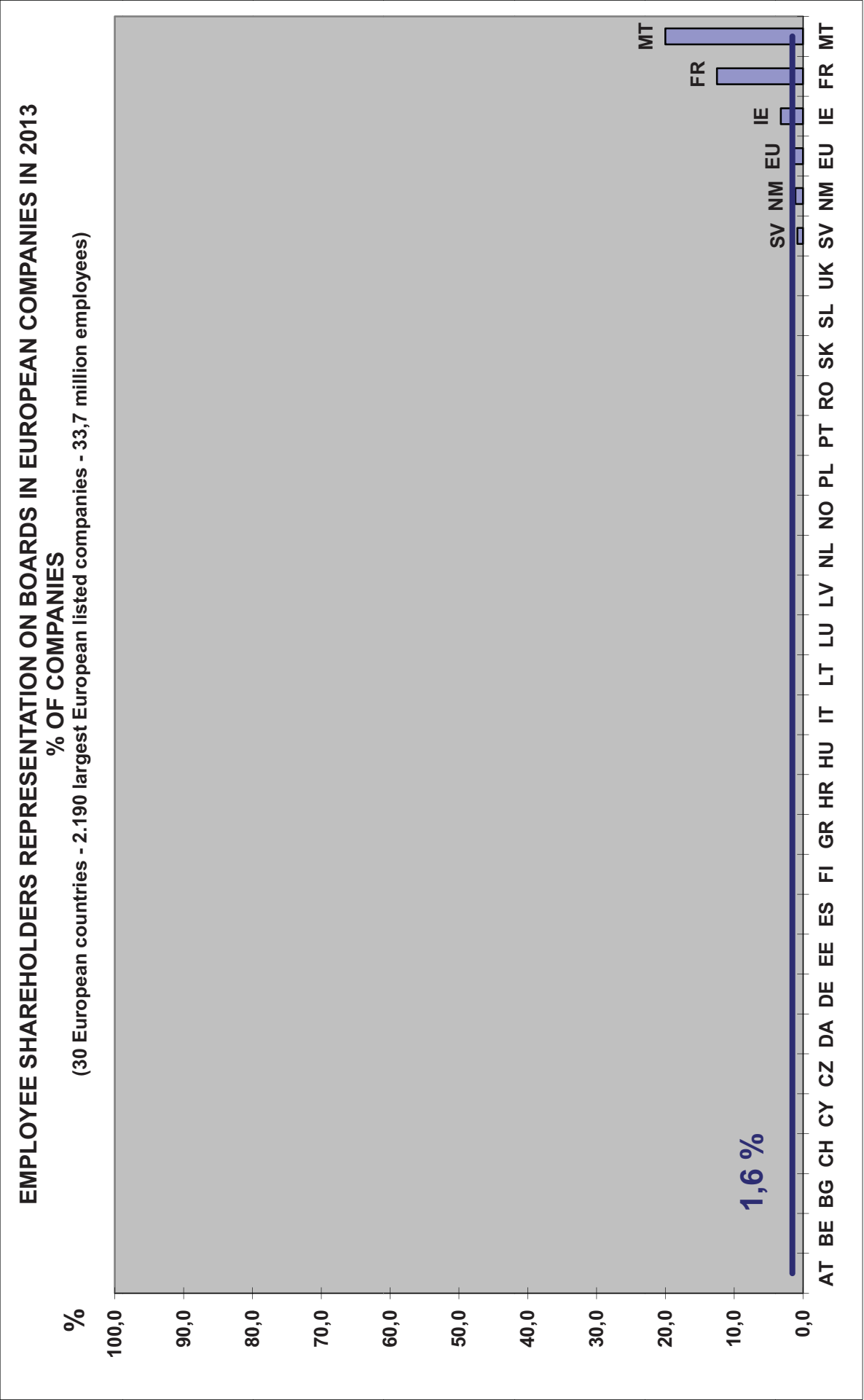
Graph 41



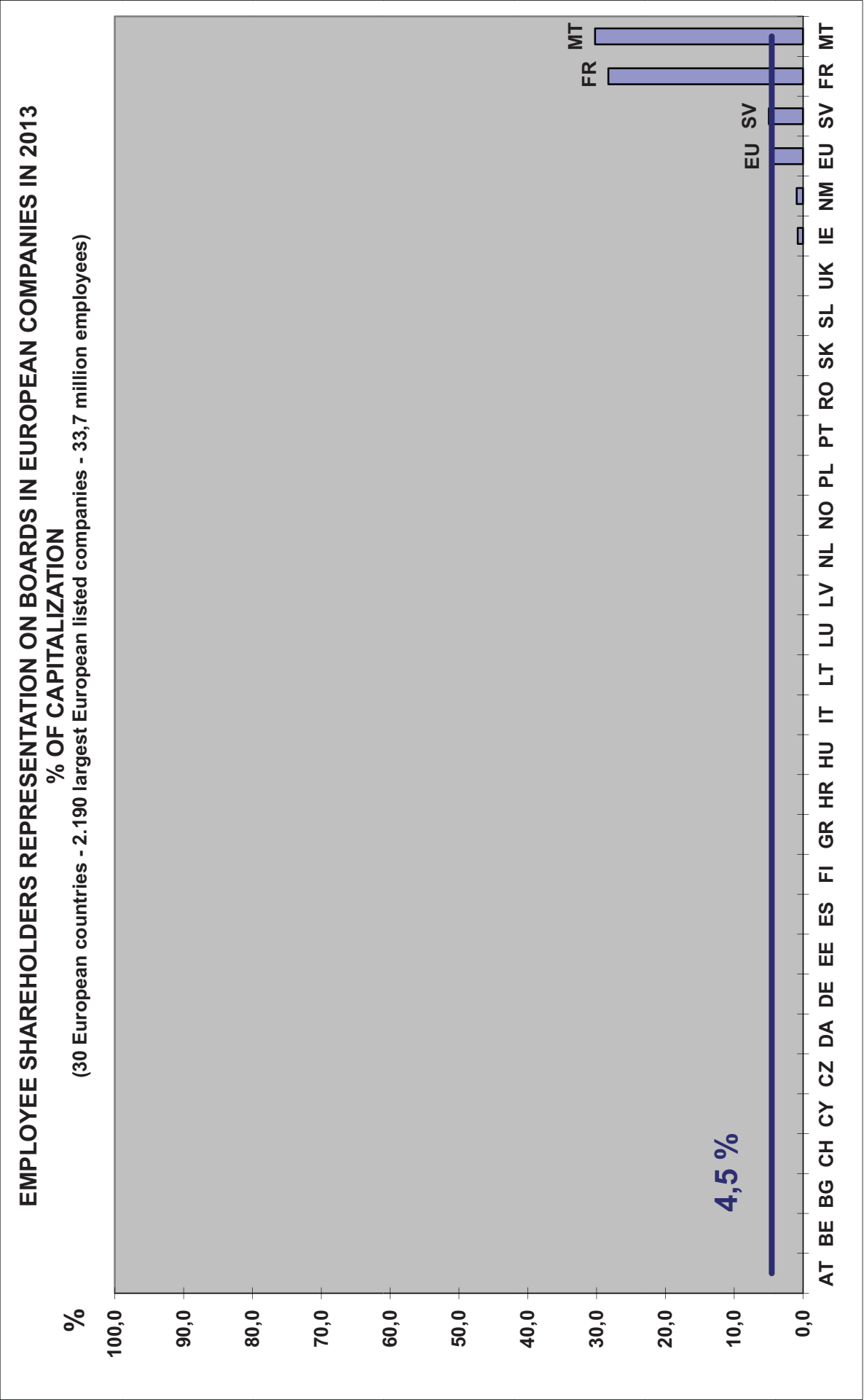
Graph 42



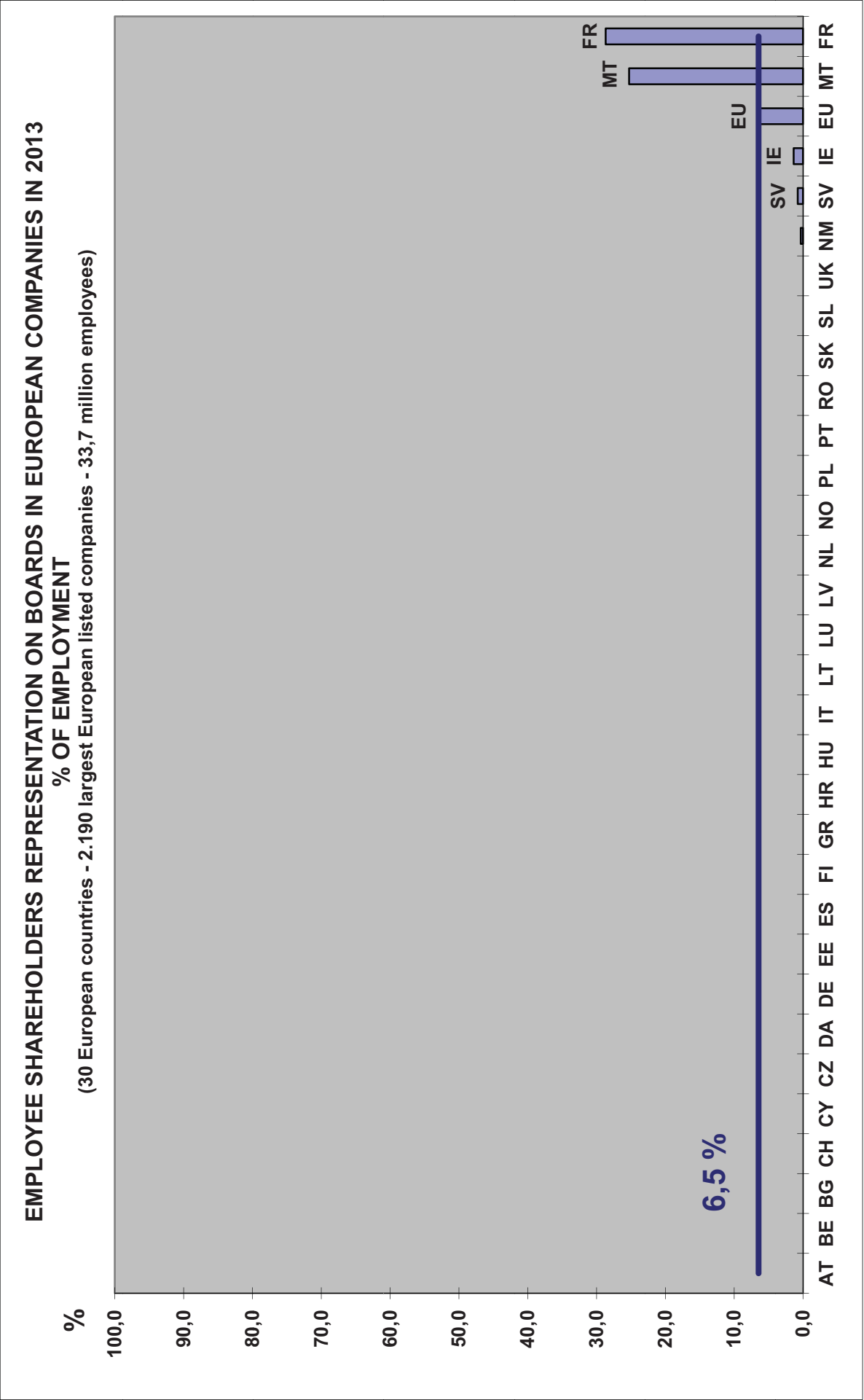
Graph 43



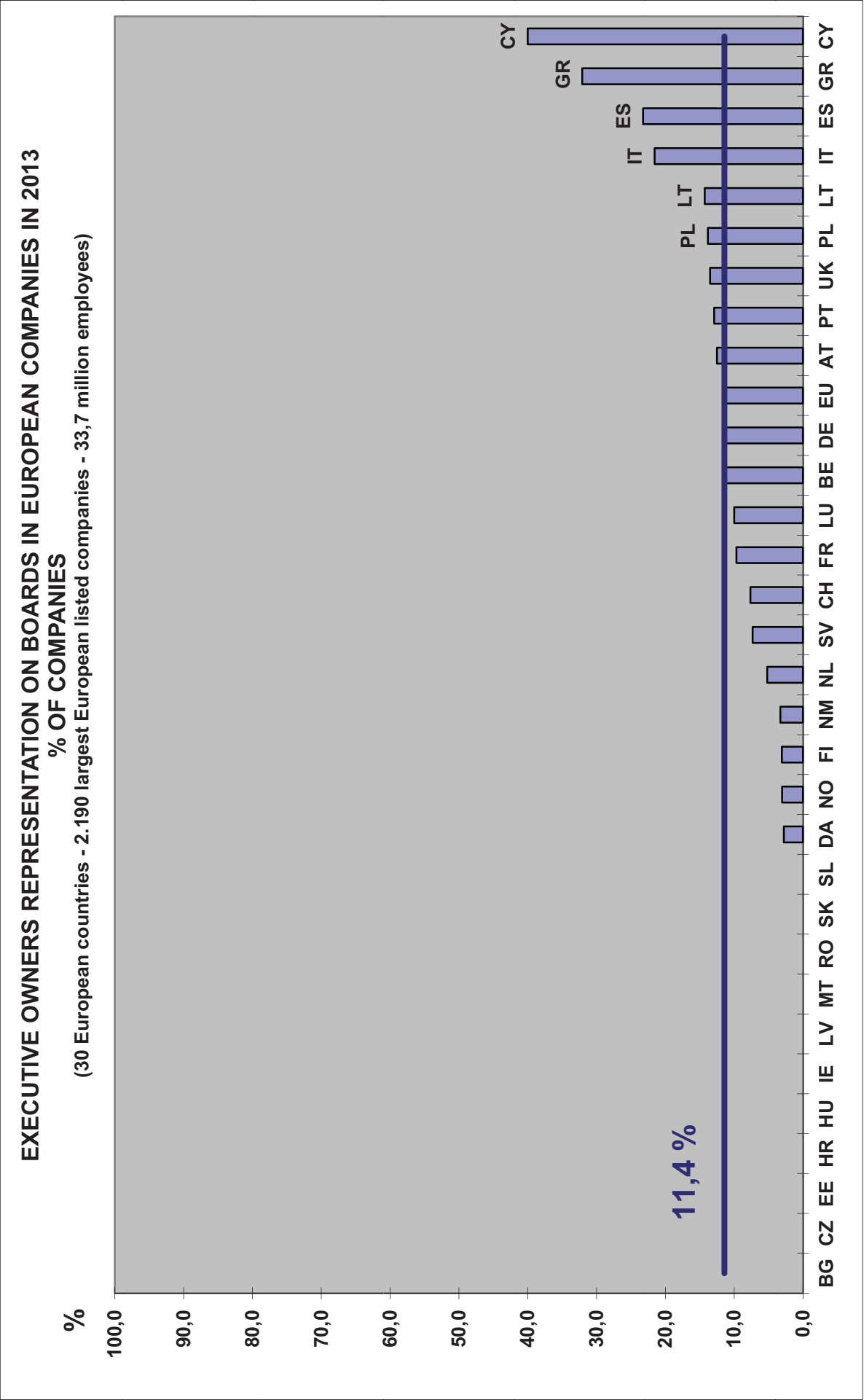
Graph 44



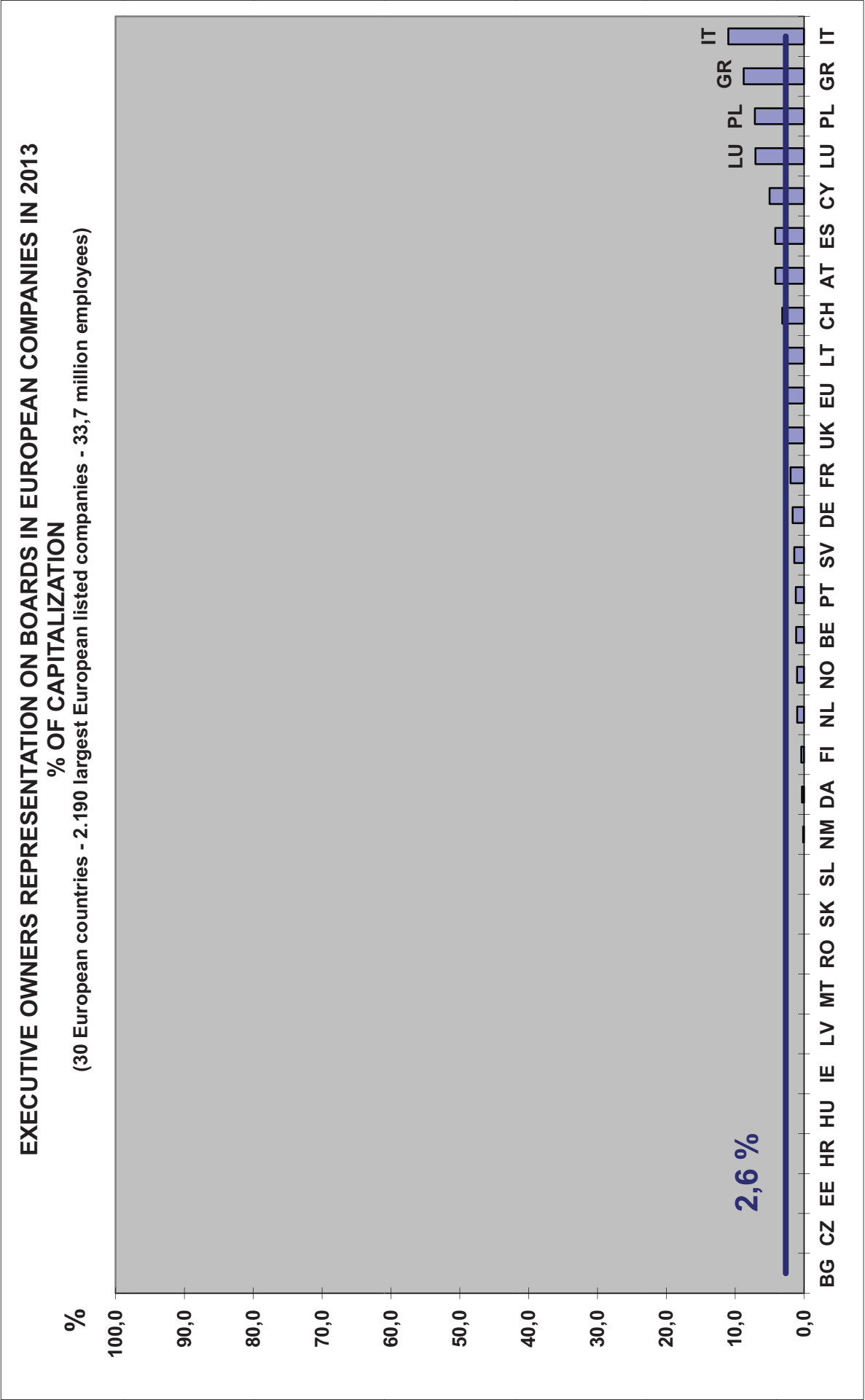
Graph 45



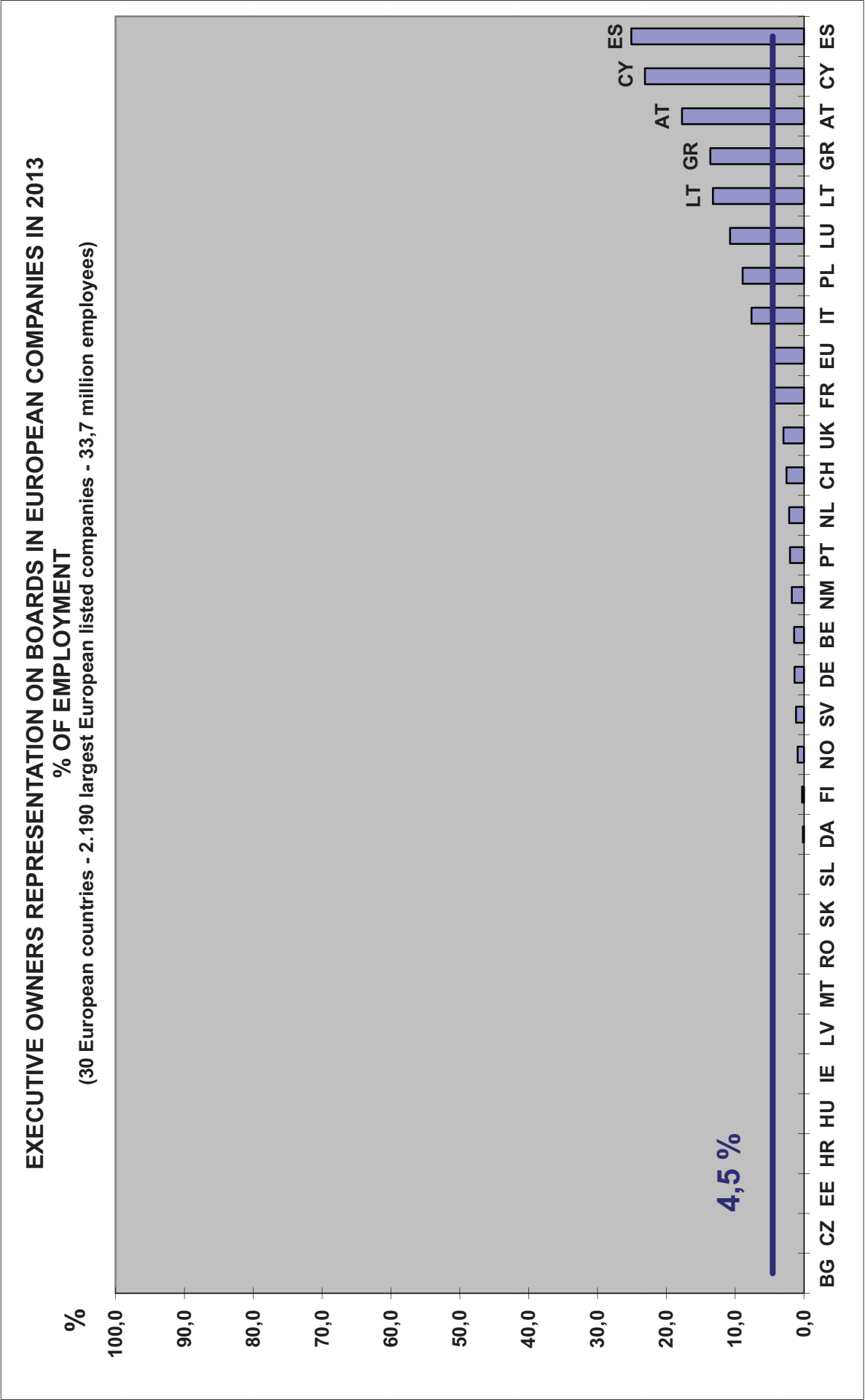
Graph 46



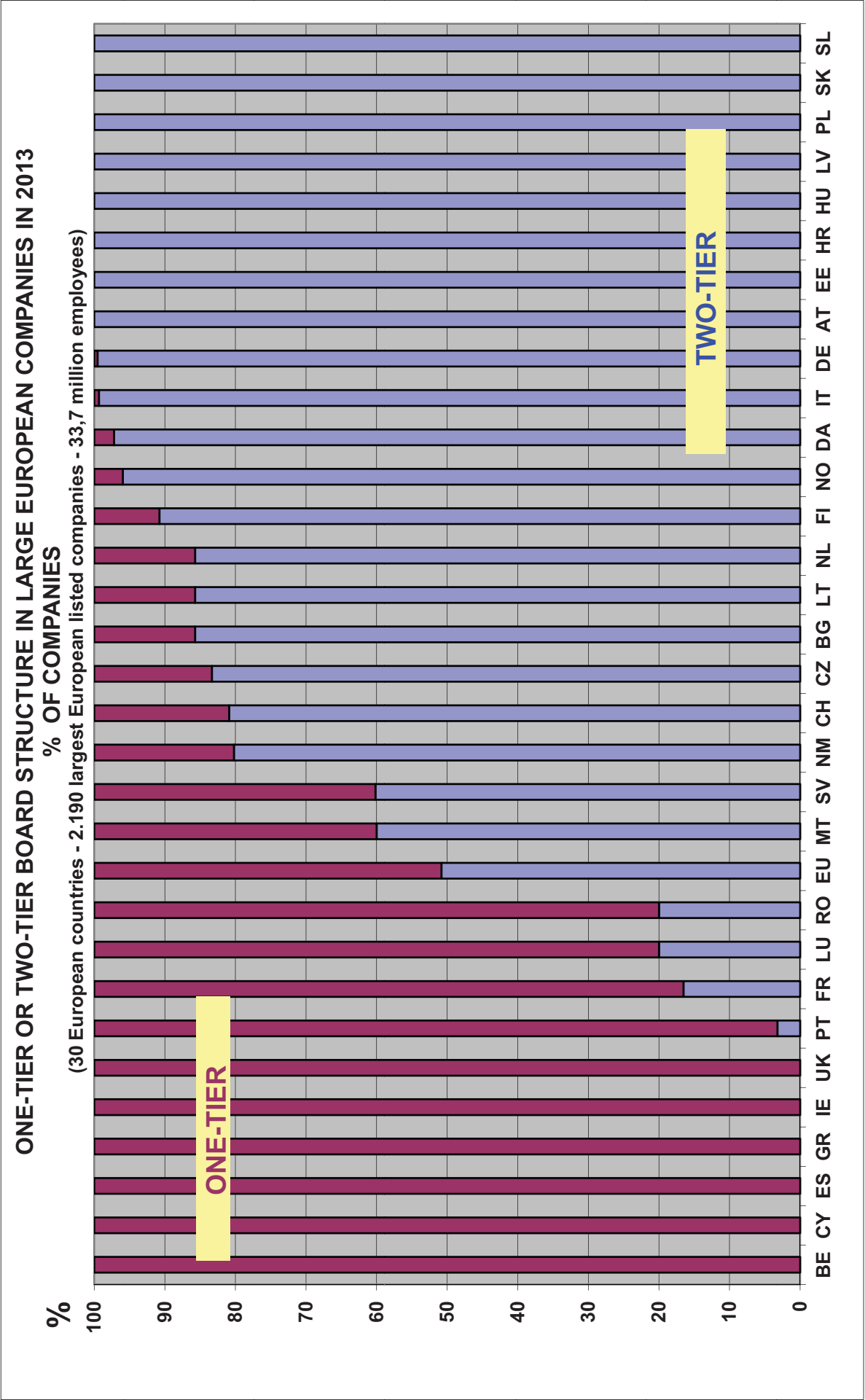
Graph 47



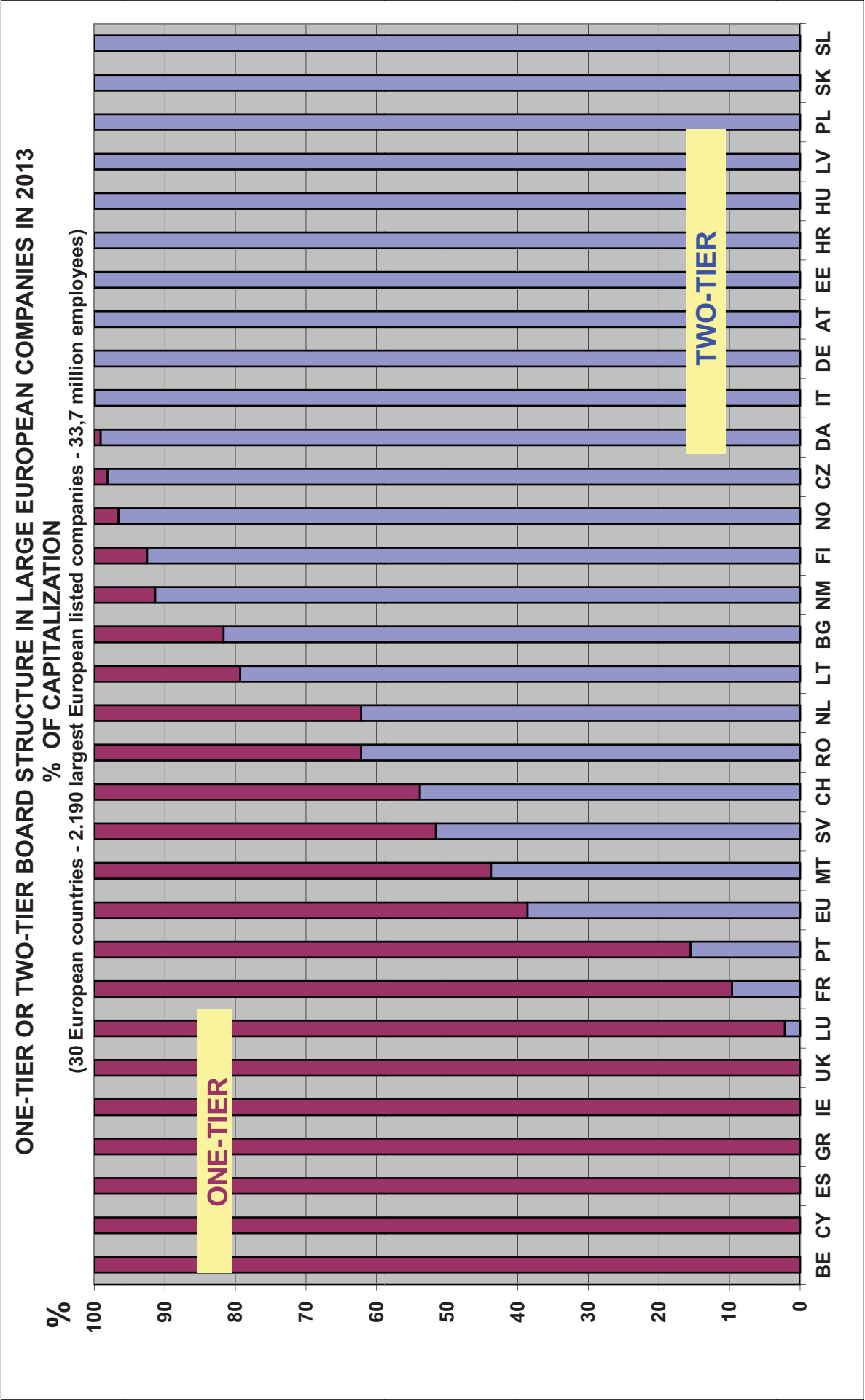
Graph 48



Graph 49



Graph 50



Graph 51

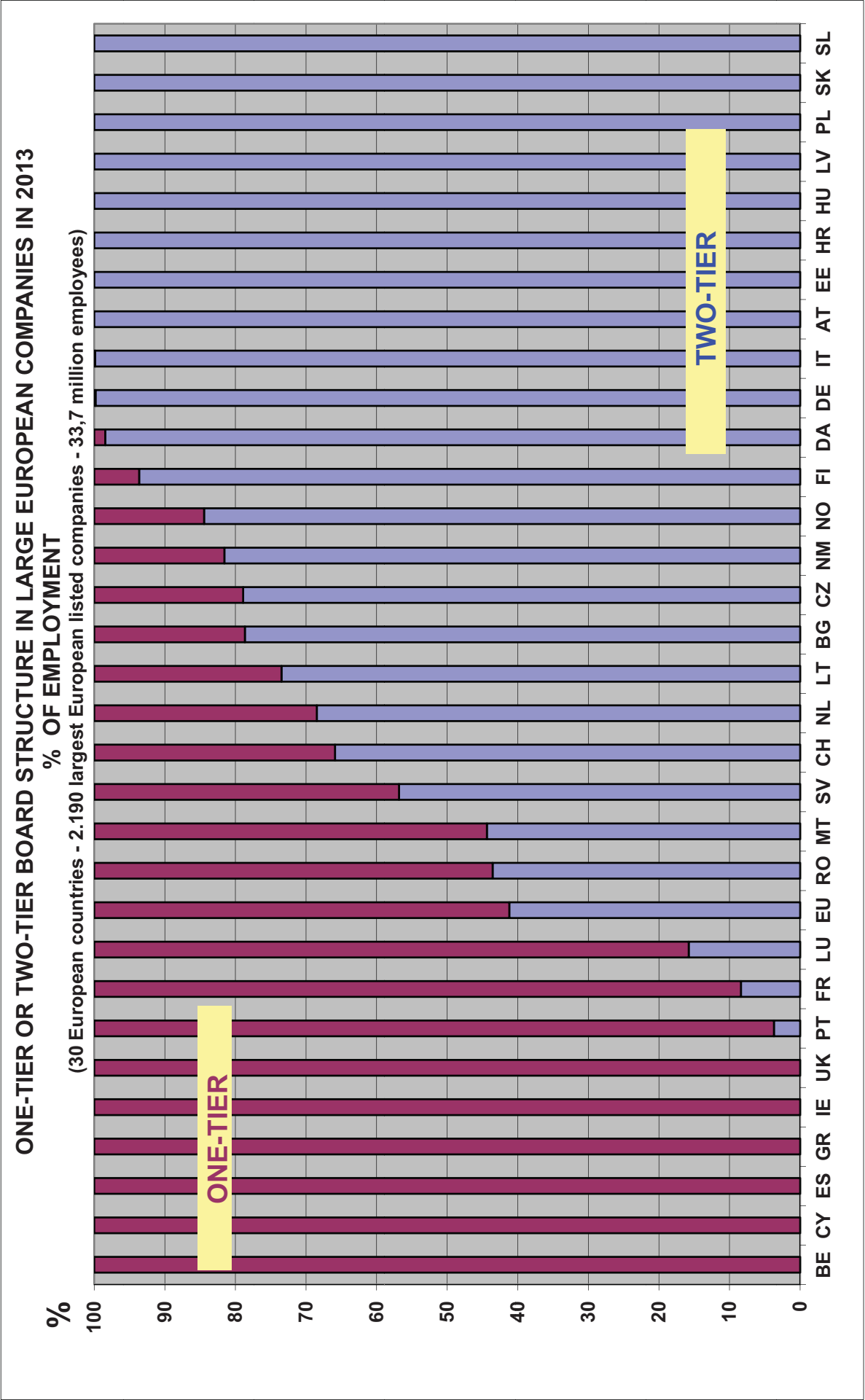


Table 25

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN THE 2.190 LARGEST EUROPEAN LISTED COMPANIES IN 2013																		
	% OF COMPANIES					% OF CAPITALIZATION					% OF EMPLOYMENT							
	Companies	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure
AT	100.0	0.0	77.5	12.5	0.0	100.0	100.0	0.0	95.5	4.2	0.0	100.0	100.0	0.0	95.0	17.7	0.0	100.0
BE	100.0	0.0	0.0	11.3	100.0	0.0	100.0	0.0	0.0	1.1	100.0	0.0	100.0	0.0	0.0	1.4	100.0	0.0
BG	100.0	0.0	0.0	0.0	14.3	85.7	100.0	0.0	0.0	0.0	0.0	18.3	100.0	0.0	0.0	0.0	21.3	78.7
CH	100.0	0.0	1.9	7.6	19.1	80.9	100.0	0.0	1.9	3.1	46.1	53.9	100.0	0.0	1.2	2.5	34.1	65.9
CY	100.0	0.0	0.0	40.0	100.0	0.0	100.0	0.0	0.0	5.0	100.0	0.0	100.0	0.0	0.0	23.1	100.0	0.0
CZ	100.0	0.0	50.0	0.0	16.7	83.3	100.0	0.0	91.9	0.0	1.8	98.2	100.0	0.0	69.5	0.0	21.1	78.9
DA	100.0	0.0	73.6	2.8	2.8	97.2	100.0	0.0	93.1	0.3	0.9	99.1	100.0	0.0	88.4	0.2	1.5	98.5
DE	100.0	0.0	62.7	11.4	0.5	99.5	100.0	0.0	93.4	1.7	0.0	100.0	100.0	0.0	95.0	1.4	0.2	99.8
EE	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0
ES	100.0	0.0	1.0	23.2	100.0	0.0	100.0	0.0	3.0	4.2	100.0	0.0	100.0	0.0	1.8	25.1	100.0	0.0
FI	100.0	0.0	4.6	3.1	9.2	90.8	100.0	0.0	2.0	0.4	7.5	92.5	100.0	0.0	6.1	0.3	6.4	93.6
FR	100.0	12.5	27.4	9.7	83.5	16.5	100.0	28.3	62.0	2.0	90.3	9.7	100.0	28.7	50.9	4.5	91.6	8.4
GR	100.0	0.0	11.3	32.1	100.0	0.0	100.0	0.0	16.2	8.8	100.0	0.0	100.0	0.0	22.0	13.6	100.0	0.0
HR	100.0	0.0	58.3	0.0	0.0	100.0	100.0	0.0	71.0	0.0	0.0	100.0	100.0	0.0	71.1	0.0	0.0	100.0
HU	100.0	0.0	66.7	0.0	0.0	100.0	100.0	0.0	98.6	0.0	0.0	100.0	100.0	0.0	93.8	0.0	0.0	100.0
IE	100.0	3.2	0.0	0.0	100.0	0.0	100.0	0.8	0.0	0.0	100.0	0.0	100.0	1.4	0.0	0.0	100.0	0.0
IT	100.0	0.0	0.0	21.6	0.7	99.3	100.0	0.0	0.0	11.0	0.1	99.9	100.0	0.0	0.0	7.6	0.1	99.9
LT	100.0	0.0	0.0	14.3	14.3	85.7	100.0	0.0	0.0	2.8	20.7	79.3	100.0	0.0	0.0	13.2	26.5	73.5
LU	100.0	0.0	0.0	10.0	80.0	20.0	100.0	0.0	0.0	7.1	97.8	2.2	100.0	0.0	0.0	10.7	84.2	15.8
LV	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	100.0
MT	100.0	20.0	0.0	0.0	40.0	60.0	100.0	30.2	0.0	0.0	56.2	43.8	100.0	25.3	0.0	0.0	55.6	44.4
NL	100.0	0.0	1.3	5.2	14.3	85.7	100.0	0.0	0.1	1.0	37.8	62.2	100.0	0.0	0.1	2.1	31.5	68.5
NO	100.0	0.0	53.5	3.0	4.0	96.0	100.0	0.0	77.1	1.0	3.4	96.6	100.0	0.0	63.7	0.9	15.6	84.4
PL	100.0	0.0	5.3	13.8	0.0	100.0	100.0	0.0	8.1	7.1	0.0	100.0	100.0	0.0	8.5	8.9	0.0	100.0
PT	100.0	0.0	0.0	12.9	96.8	3.2	100.0	0.0	0.0	1.2	84.5	15.5	100.0	0.0	0.0	2.0	96.3	3.7
RO	100.0	0.0	0.0	0.0	80.0	20.0	100.0	0.0	0.0	0.0	37.8	62.2	100.0	0.0	0.0	0.0	56.4	43.6
SK	100.0	0.0	83.3	0.0	0.0	100.0	100.0	0.0	57.1	0.0	0.0	100.0	100.0	0.0	75.2	0.0	0.0	100.0
SL	100.0	0.0	86.7	0.0	0.0	100.0	100.0	0.0	97.4	0.0	0.0	100.0	100.0	0.0	95.9	0.0	0.0	100.0
SV	100.0	0.8	48.8	7.3	39.8	60.2	100.0	5.0	77.8	1.4	48.4	51.6	100.0	0.8	85.9	1.2	43.2	56.8
UK	100.0	0.0	0.4	13.5	100.0	0.0	100.0	0.0	0.2	2.4	100.0	0.0	100.0	0.0	2.3	3.0	100.0	0.0
EU	100.0	1.6	20.9	11.4	49.2	50.8	100.0	4.5	30.8	2.6	61.4	38.6	100.0	6.5	35.8	4.5	58.8	41.2
13 NMS - PL	100.0	1.1	37.4	3.3	19.8	80.2	100.0	0.9	67.6	0.1	8.6	91.4	100.0	0.3	58.2	1.8	18.4	81.6

Table 26

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN THE 2.190 LARGEST EUROPEAN LISTED COMPANIES IN 2013																			
COMPANIES										CAPITALIZATION						EMPLOYMENT			
	Companies	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization (million €)	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employee representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	
AT	40	0	31	5	0	40	74.546 €	0 €	71.179 €	3.097 €	0 €	74.546 €	486.757	0	462.260	86.279	0	486.757	
BE	53	0	0	6	53	0	219.846 €	0 €	0 €	2.491 €	219.846 €	0 €	568.518	0	0	8.116	568.518	0	
BG	7	0	0	0	0	1	1.088 €	0 €	0 €	0 €	196 €	873 €	18.487	0	0	0	3.945	14.542	
CH	157	0	3	12	30	127	1.020.181 €	0 €	19.240 €	32.133 €	470.398 €	549.784 €	1.800.783	0	21.826	45.706	614.229	1.186.554	
CY	5	0	0	2	5	0	663 €	0 €	0 €	33 €	663 €	0 €	27.600	0	0	6.375	27.600	0	
CZ	6	0	3	0	1	5	22.682 €	0 €	20.836 €	0 €	417 €	22.264 €	66.650	0	46.341	0	14.056	52.594	
DA	72	0	53	2	2	70	163.135 €	0 €	151.860 €	480 €	1.456 €	161.680 €	430.534	0	380.594	680	6.671	423.863	
DE	220	0	138	25	1	219	1.140.380 €	0 €	1.064.894 €	18.857 €	263 €	1.140.116 €	5.514.671	0	5.240.127	76.069	9.284	5.505.387	
EE	6	0	0	0	0	6	1.543 €	0 €	0 €	0 €	0 €	1.543 €	14.186	0	0	0	0	14.186	
ES	99	0	1	23	99	0	455.424 €	0 €	13.784 €	18.964 €	455.424 €	0 €	1.764.233	0	32.625	442.645	1.764.233	0	
FI	65	0	3	2	6	59	130.656 €	0 €	2.565 €	509 €	9.775 €	120.881 €	564.054	0	34.463	1.574	35.851	528.203	
FR	248	31	68	24	207	41	1.346.536 €	380.909 €	834.891 €	26.261 €	1.216.359 €	130.177 €	7.541.235	2.162.551	3.835.832	341.787	6.908.975	632.260	
GR	53	0	6	17	53	0	43.805 €	0 €	7.116 €	3.839 €	43.805 €	0 €	276.616	0	60.766	37.629	276.616	0	
HR	12	0	7	0	0	12	12.830 €	0 €	9.116 €	0 €	0 €	12.830 €	66.418	0	47.243	0	0	66.418	
HU	9	0	6	0	0	9	14.751 €	0 €	14.548 €	0 €	0 €	14.751 €	99.588	0	93.435	0	0	99.588	
IE	31	1	0	0	31	0	99.350 €	769 €	0 €	0 €	99.350 €	0 €	260.966	3.566	0	0	260.966	0	
IT	153	0	0	33	1	152	396.348 €	0 €	0 €	43.576 €	249 €	396.099 €	1.711.152	0	0	130.499	2.038	1.709.114	
LT	7	0	0	1	1	6	1.865 €	0 €	0 €	52 €	385 €	1.480 €	12.762	0	0	1.688	3.384	9.378	
LU	10	0	0	1	8	2	43.687 €	0 €	0 €	3.081 €	42.732 €	955 €	65.604	0	0	7.047	55.250	10.354	
LV	3	0	0	0	0	3	582 €	0 €	0 €	0 €	0 €	582 €	3.373	0	0	0	0	3.373	
MT	5	1	0	0	2	3	2.228 €	673 €	0 €	0 €	1.252 €	976 €	6.021	1.522	0	0	3.349	2.672	
NL	77	0	1	4	11	66	373.354 €	0 €	328 €	3.661 €	141.113 €	232.241 €	1.852.340	0	2.776	39.777	583.996	1.268.344	
NO	99	0	53	3	4	95	225.907 €	0 €	174.258 €	2.280 €	7.708 €	218.199 €	412.027	0	262.337	3.756	64.098	347.929	
PL	94	0	5	13	0	94	113.263 €	0 €	9.139 €	8.073 €	0 €	113.263 €	577.791	0	49.174	51.538	0	577.791	
PT	31	0	0	4	30	1	51.934 €	0 €	0 €	617 €	43.859 €	8.074 €	331.043	0	0	6.732	318.768	12.275	
RO	10	0	0	0	8	2	9.140 €	0 €	0 €	0 €	3.455 €	5.684 €	56.129	0	0	0	31.676	24.453	
SK	6	0	5	0	0	6	2.262 €	0 €	1.292 €	0 €	0 €	2.262 €	13.552	0	10.194	0	0	13.552	
SL	15	0	13	0	0	15	4.253 €	0 €	4.143 €	0 €	0 €	4.253 €	71.219	0	68.312	0	0	71.219	
SV	123	1	60	9	49	74	428.233 €	21.263 €	333.317 €	6.001 €	207.218 €	221.015 €	1.467.535	11.192	1.260.827	17.043	633.577	833.958	
UK	474	0	2	64	474	0	2.490.488 €	0 €	5.837 €	60.803 €	2.490.488 €	0 €	7.642.405	0	174.565	228.367	7.642.405	0	
EU	2.190	34	458	250	1.077	1.113	8.890.940 €	403.614 €	2.738.342 €	234.808 €	5.456.413 €	3.434.526 €	33.724.249	2.178.831	12.083.697	1.533.307	19.829.485	13.894.763	
13 NMS - PL	91	1	34	3	18	73	73.867 €	673 €	49.935 €	85 €	6.369 €	67.498 €	455.985	1.522	265.525	8.063	84.010	371.975	

Table 27: Data on profit-sharing in large European listed companies in 2013

	COMPANIES		EMPLOYMENT		CAPITALISATION	
	Number	%	Million	%	Billion €	%
TOTAL	2.195	100,0%	33,9	100,0%	8.885 €	100,0%
<u>Companies mentioning profit-sharing</u>						
in Europe	358	16,3%	11,8	34,9%	2.518 €	28,3%
idem except France	143	7,3%	4,4	16,5%	1.192 €	15,8%

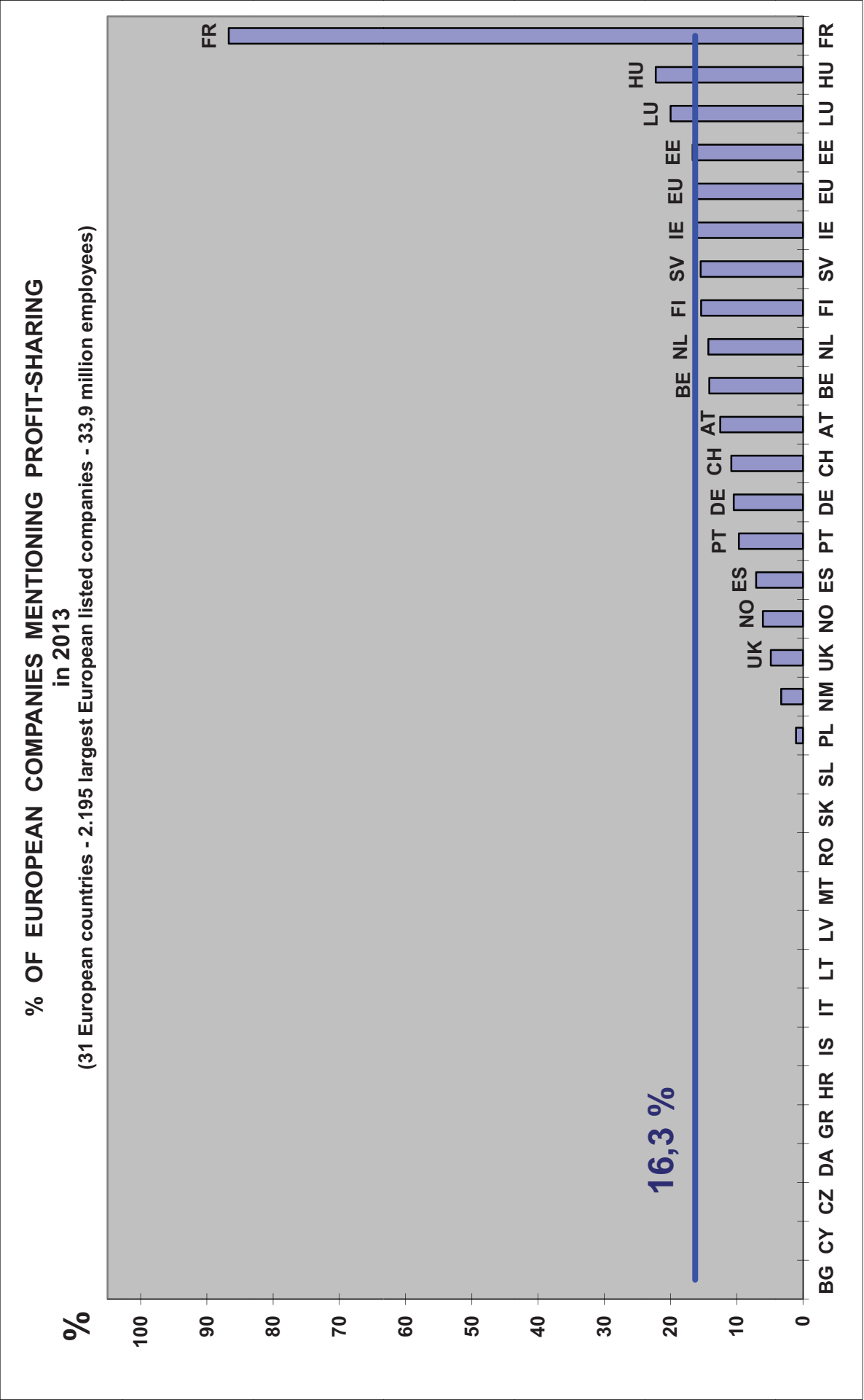
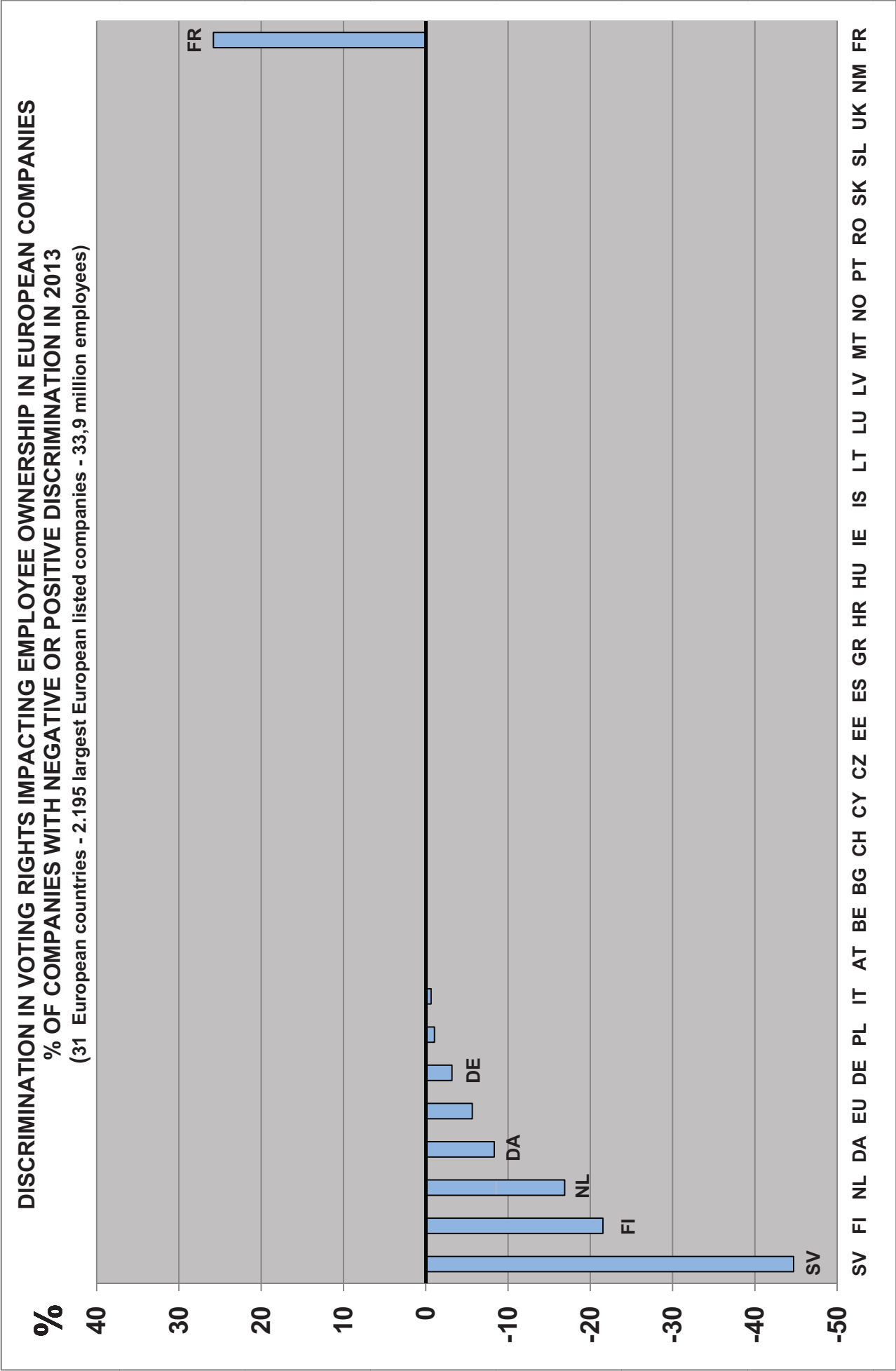


Table 28: Profit-sharing in European listed companies in 2013

PROFIT-SHARING IN EUROPEAN LISTED COMPANIES IN 2013				
Countries	Companies	Companies mentioning profit-sharing	Companies mentioning profit-sharing	Companies having employee share plans (for comparison)
	Number	Number	%	%
AT	40	5	12,5%	60,0%
BE	53	8	14,2%	88,7%
BG	7	0	0,0%	0,0%
CH	157	17	10,8%	87,3%
CY	5	0	0,0%	80,0%
CZ	6	0	0,0%	83,3%
DA	72	0	0,0%	87,5%
DE	220	23	10,5%	75,0%
EE	6	1	16,7%	50,0%
ES	99	7	7,1%	51,5%
FI	65	10	15,4%	98,5%
FR	248	215	86,7%	96,0%
GR	53	0	0,0%	60,4%
HR	12	0	0,0%	66,7%
HU	9	2	22,2%	88,9%
IE	31	5	16,1%	96,8%
IS	5	0	0,0%	100,0%
IT	153	0	0,0%	68,6%
LT	7	0	0,0%	0,0%
LU	10	2	20,0%	90,0%
LV	3	0	0,0%	33,3%
MT	5	0	0,0%	80,0%
NL	77	11	14,3%	96,1%
NO	99	6	6,1%	84,8%
PL	94	1	1,1%	56,4%
PT	31	3	9,7%	51,6%
RO	10	0	0,0%	30,0%
SK	6	0	0,0%	16,7%
SL	15	0	0,0%	53,3%
SV	123	19	15,4%	88,6%
UK	474	23	4,9%	99,4%
31 COUNTRIES	2.195	358	16,3%	83,0%
13 NMS - PL (*)	91	3	3,3%	49,5%

(*) "New" Member States except Poland

Graph 53



Graph 54

DISCRIMINATION IN VOTING RIGHTS IMPACTING EMPLOYEE OWNERSHIP IN EUROPEAN COMPANIES

NEGATIVE OR POSITIVE IMPACT IN % IN 2013

(31 European countries - 2.195 largest European listed companies - 33,9 million employees)

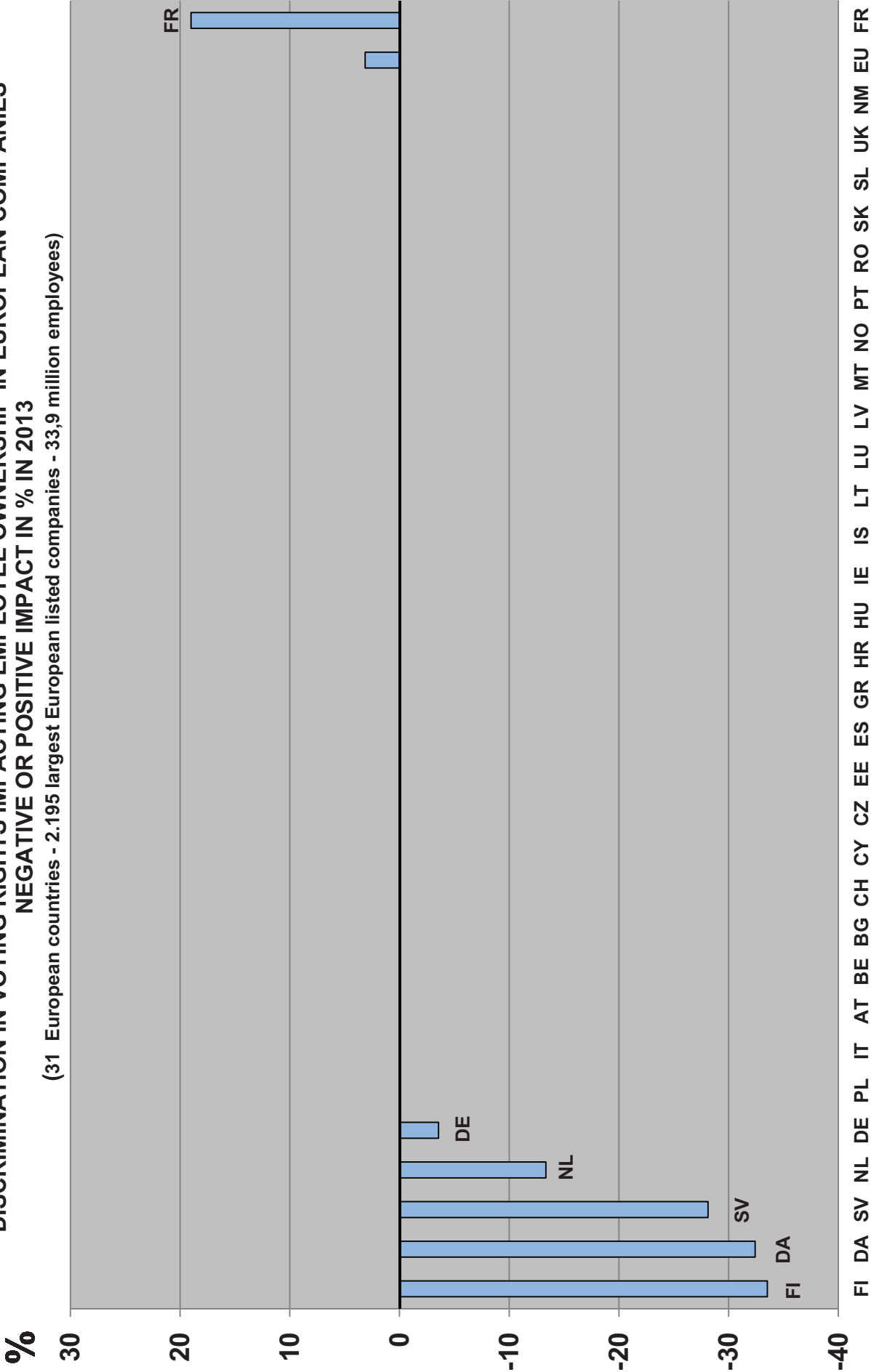


Table 29: Discriminations in voting rights impacting employee share ownership in Europe in 2013

DISCRIMINATIONS IN VOTING RIGHTS IMPACTING EMPLOYEE SHARE OWNERSHIP IN EUROPE IN 2013								
Countries	Listed companies	Listed companies with positive discrimination		Listed companies with negative discrimination		Impact on employee share ownership in %	Employees undergoing	
	Number	Number	%	Number	%		Positive discrimination	Negative discrimination
							Number	Number
AT	40	0	0%	0	0%	0%	0	0
BE	53	0	0%	0	0%	0%	0	0
BG	7	0	0%	0	0%	0%	0	0
CH	157	0	0%	0	0%	0%	0	0
CY	5	0	0%	0	0%	0%	0	0
CZ	6	0	0%	0	0%	0%	0	0
DA	72	0	0%	6	-8%	-32%	0	204.681
DE	220	0	0%	7	-3%	-4%	0	183.413
EE	6	0	0%	0	0%	0%	0	0
ES	99	0	0%	0	0%	0%	0	0
FI	65	0	0%	14	-22%	-34%	0	140.317
FR	248	64	+26%	27	-11%	+19%	3.909.957	201.301
GR	53	0	0%	0	0%	0%	0	0
HR	12	0	0%	0	0%	0%	0	0
HU	9	0	0%	0	0%	0%	0	0
IE	31	0	0%	0	0%	0%	0	0
IS	5	0	0%	0	0%	0%	0	0
IT	153	0	0%	1	-1%	0%	0	10.894
LT	7	0	0%	0	0%	0%	0	0
LU	10	0	0%	0	0%	0%	0	0
LV	3	0	0%	0	0%	0%	0	0
MT	5	0	0%	0	0%	0%	0	0
NL	77	0	0%	13	-17%	-13%	0	269.028
NO	99	0	0%	0	0%	0%	0	0
PL	94	0	0%	1	-1%	0%	0	3.342
PT	31	0	0%	0	0%	0%	0	0
RO	10	0	0%	0	0%	0%	0	0
SK	6	0	0%	0	0%	0%	0	0
SL	15	0	0%	0	0%	0%	0	0
SV	123	0	0%	55	-45%	-28%	0	1.072.516
UK	474	0	0%	0	0%	0%	0	0
31 COUNTRIES	2.195	64	3%	124	-6%	3%	3.909.957	2.085.492
13 NMS - PL (*)	91	0	0%	0	0%	0%	0	0

(*) "New" Member States except Poland

Table 30: Employee ownership in listed and non-listed companies in 2013

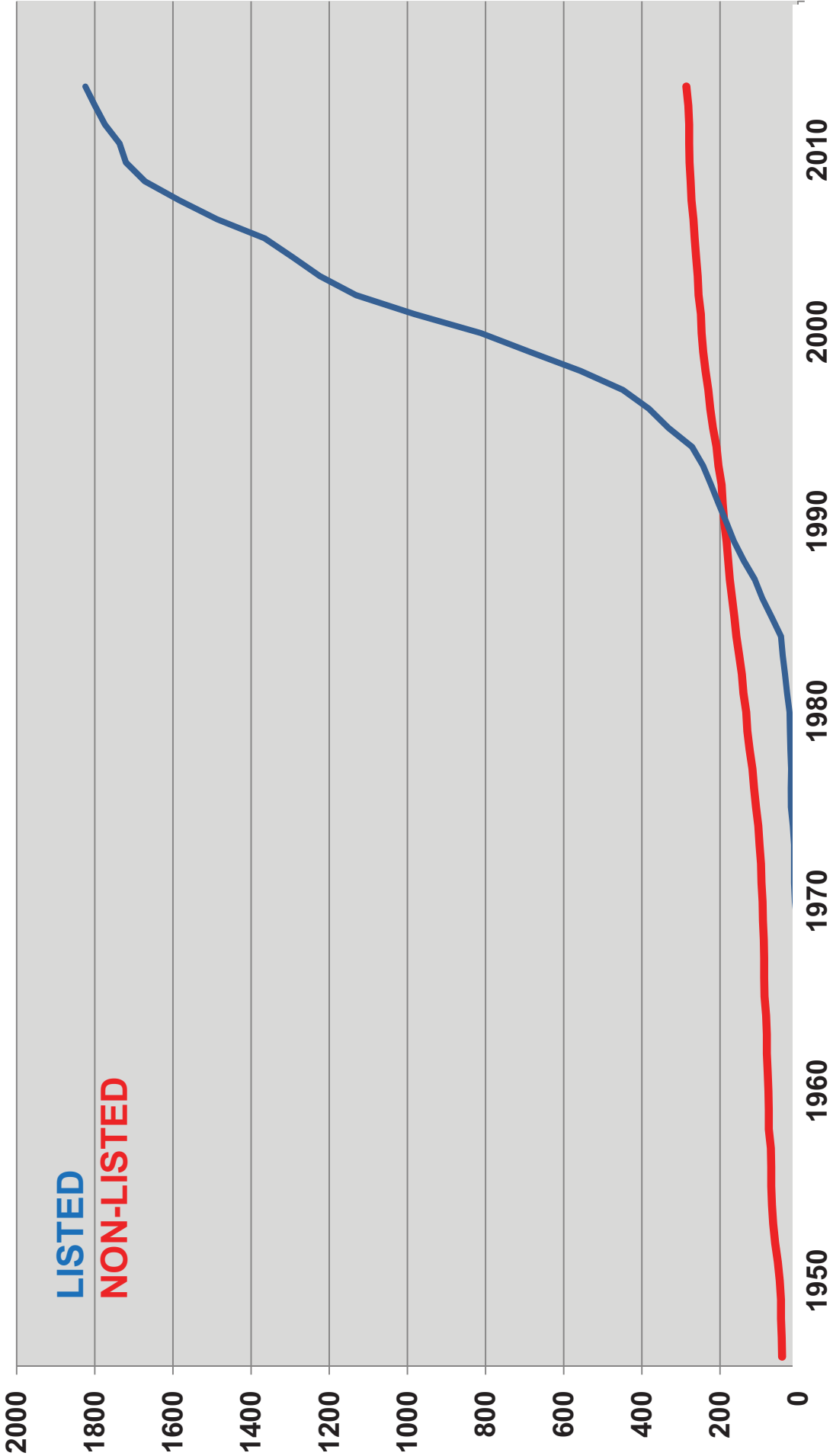
	286 largest European non-listed employee-owned companies	2.195 largest European listed companies
Employees	423.000	33.886.000
Employee owners	250.000	9.200.000
Democratization rate of employee ownership = Employee owners / Employees	59,1%	26,6%
Capitalization (billion Euro)	16,0 €	8.885,0 €
Capitalization held by employees (billion Euro)	13,3 €	252,0 €

Graph 55

Large European companies having employee share plans in 2013

When they started (non-listed employee-owned) - When they launched their first employee share plan (listed)

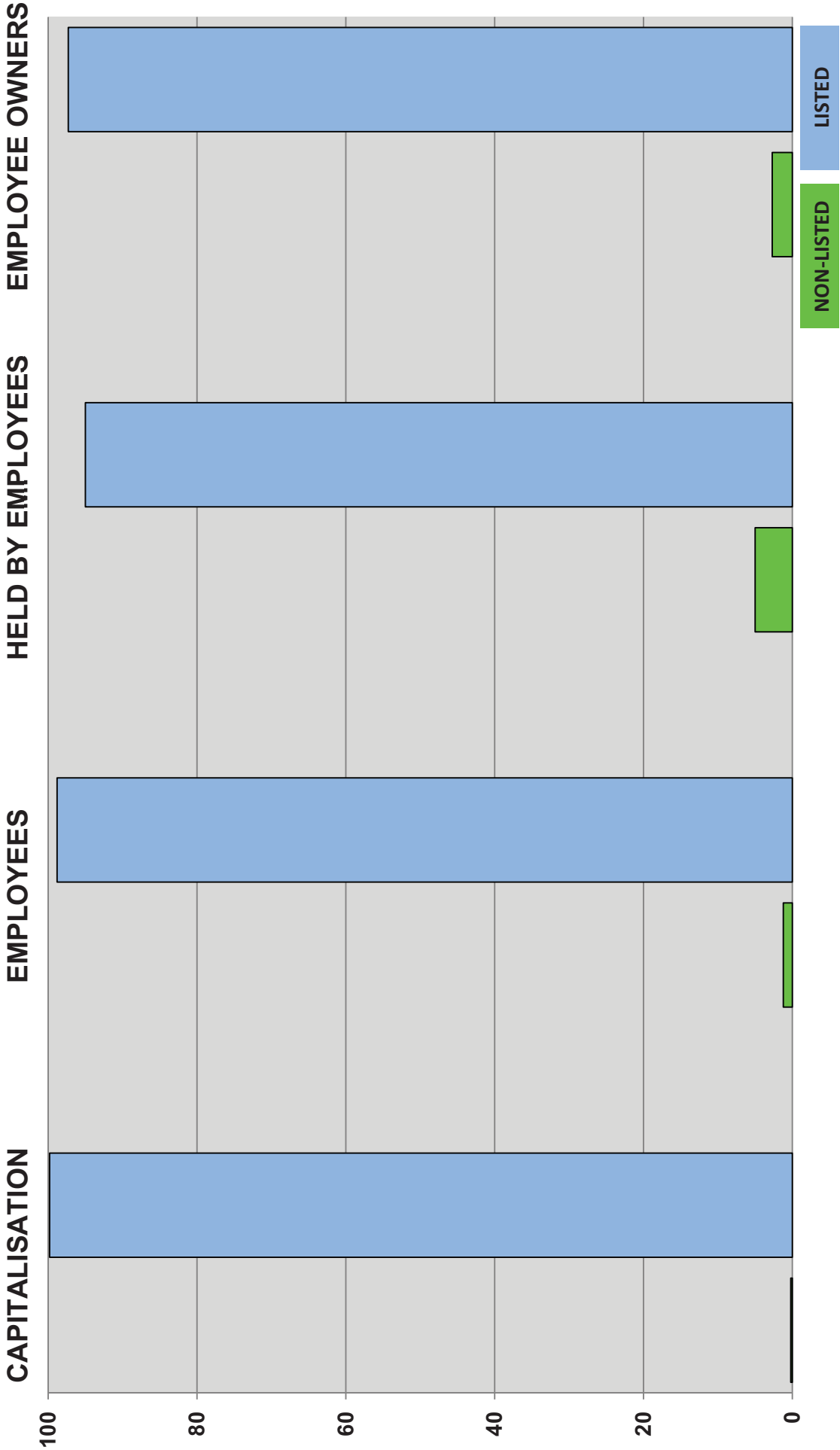
31 European countries - 2.110 companies (286 non-listed employee-owned + 1.824 listed)



Graph 56

Large European companies in 2013

The 2.195 largest listed companies and the 286 largest non-listed employee-owned companies



Graph 57

NON-LISTED EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 people or more
286 companies in 2013 - 423.000 employees



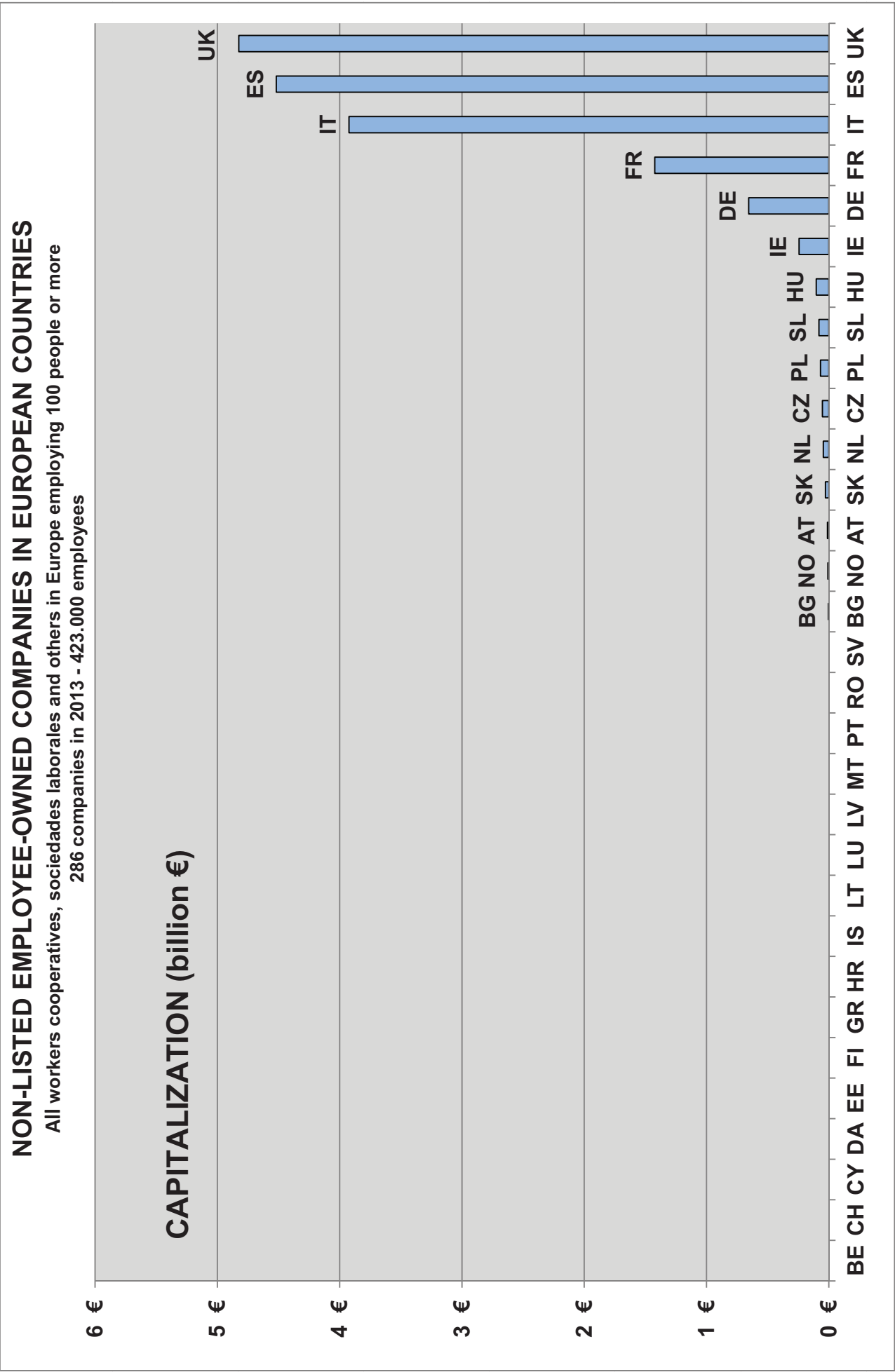
Graph 58

NON-LISTED EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 people or more
286 companies in 2013 - 423,000 employees



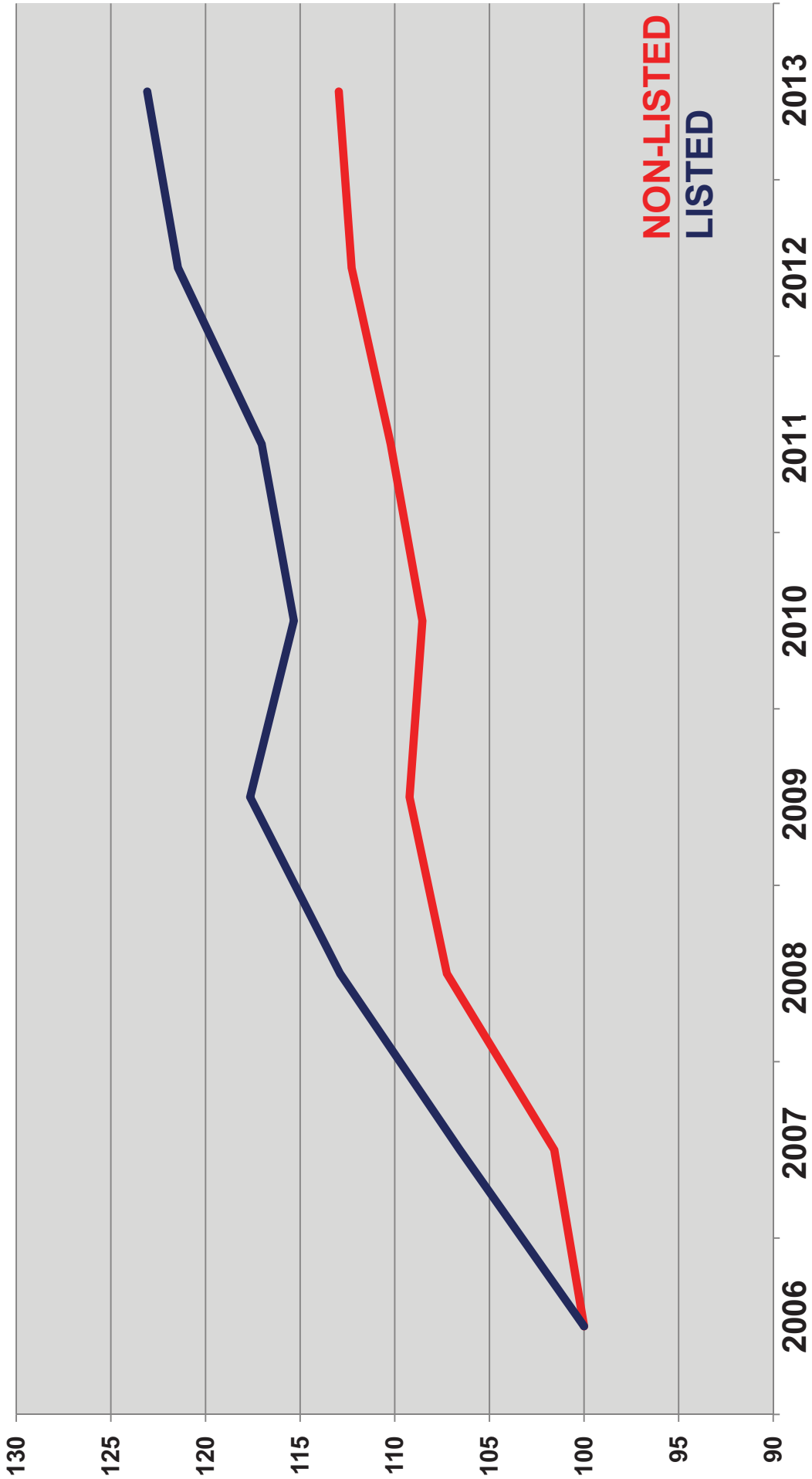
Graph 59



Graph 60

Comparing listed and non-listed employee-owned companies Employment in large European companies 2006-2013 (2006=100)

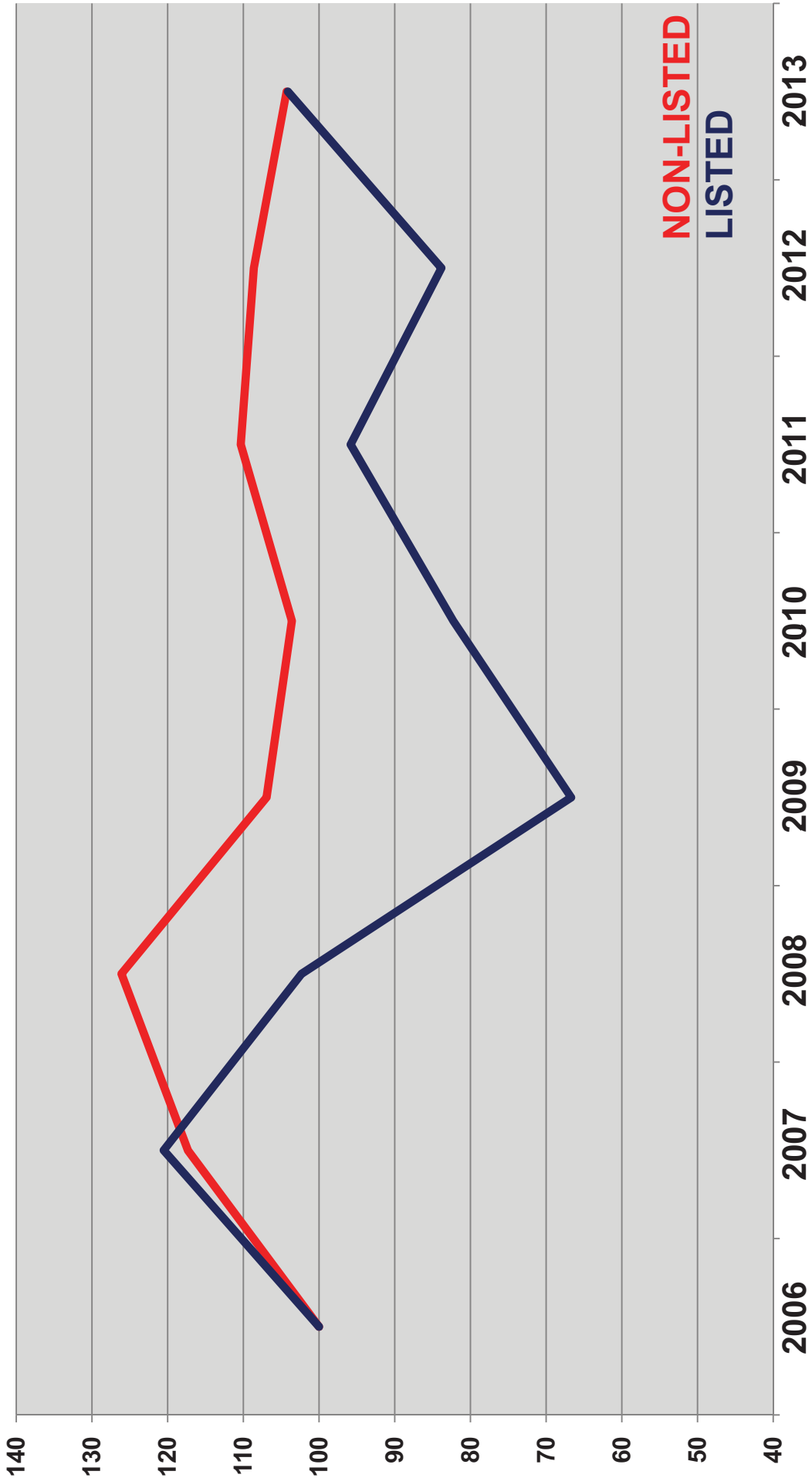
The 2.195 largest listed companies and the 286 largest non-listed employee-owned companies



Graph 61

Comparing listed and non-listed employees-owned companies Capitalization of European companies 2006-2013 (2006=100)

The 2.195 largest listed companies and the 286 largest non-listed employee-owned companies

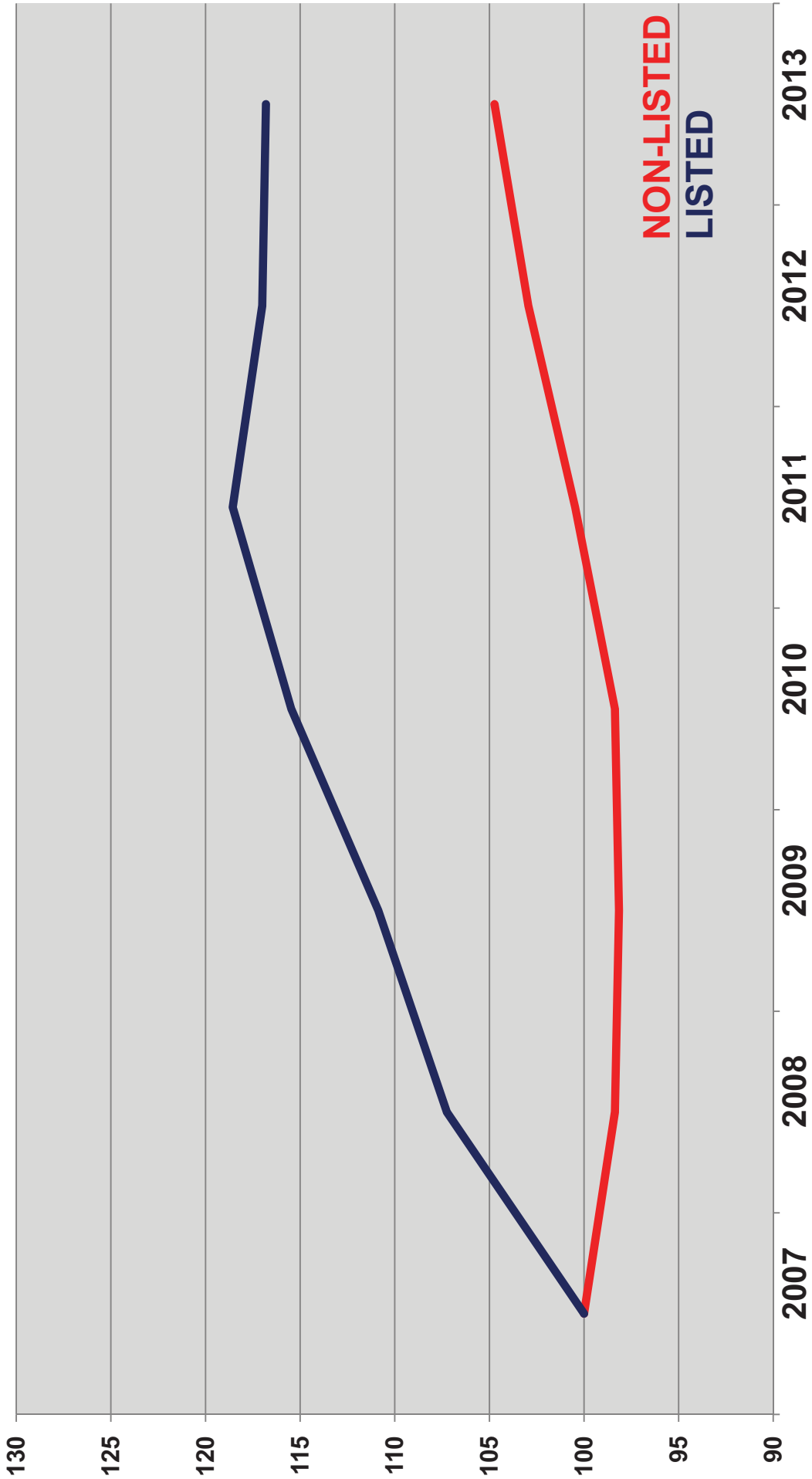


Graph 62

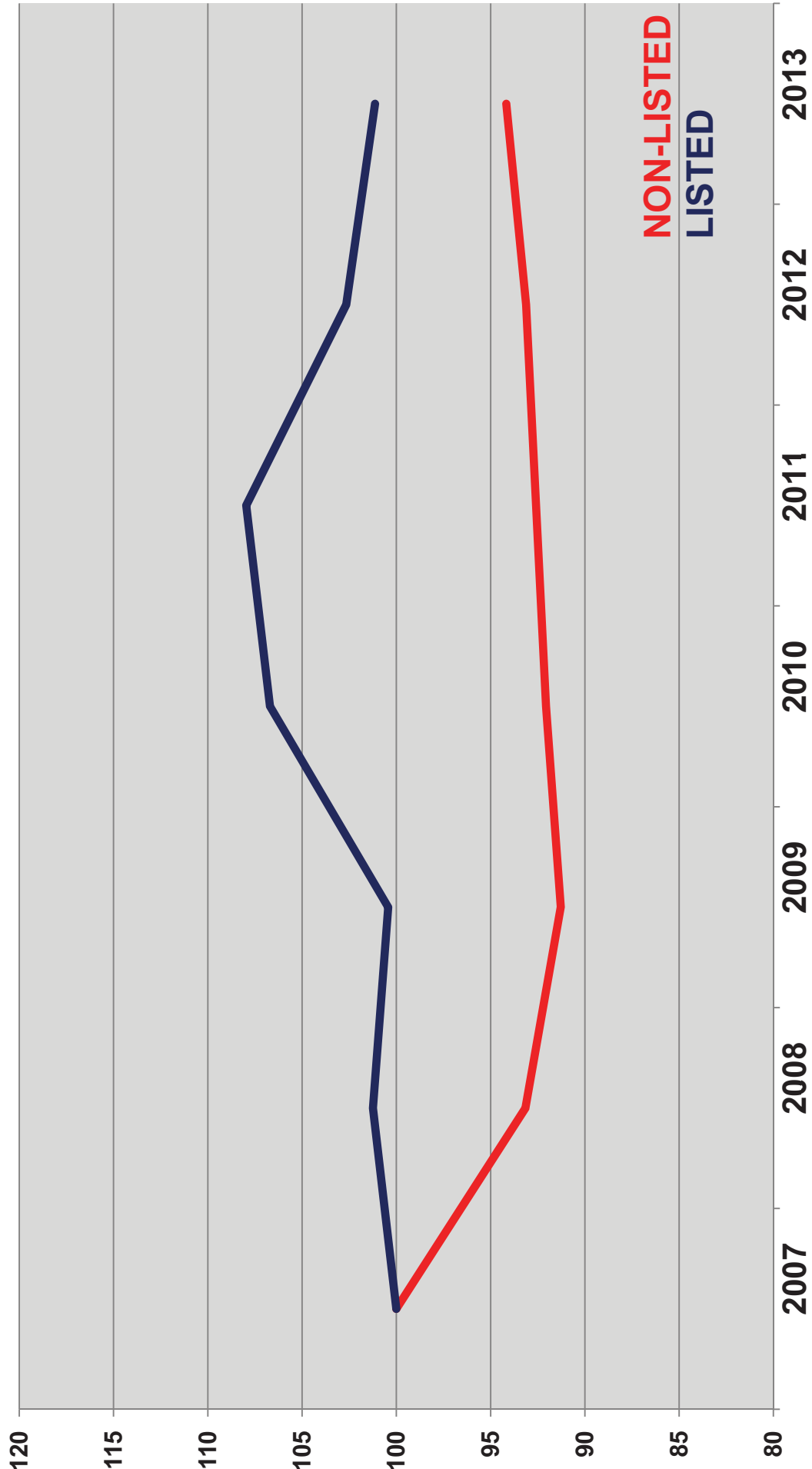
Comparing listed and non-listed employee-owned companies

Employee owners in large European companies 2007-2013 (2007=100)

The 2.195 largest listed companies and the 286 largest non-listed employee-owned companies



Comparing listed and non-listed employee-owned companies
Democratization ratio of employee ownership 2007-2013 (2007=100)
The 2.195 largest listed companies and the 286 largest non-listed employee-owned companies



METHODOLOGY

This Survey is based on the EFES database of employee ownership in European companies which gathers all detailed information about employee ownership, employee share plans and participation in each of all large European listed companies and in each of all large European non-listed employee-owned companies.

The first idea for such a database was tested in 2005. Then, a comprehensive database was set up in 2006, thanks to the support of the European Commission – DG Employment and Social Affairs. A first presentation was made during the Sixth European Meeting of Employee Ownership in December 2006. Then, the database was annually completed and updated since year 2007.

From time to time within the last thirty years, some European reports gave information about employee ownership and its development across Europe. The most important reports were: PEPPER I Report in year 1991, PEPPER II Report in year 1996 and a Report named "Recent trends in employee financial participation in the European Union" by Professor Erik Poutsma in 2001. At this time, these reports were practically the only source of information regarding the extent of employee ownership in the European Union.

However, they were based on partial information (mainly enquiries) which was not made available before a very long delay. For instance, the 2001 Report was "based on the findings of the 1996 EPOC survey (Employee Direct Participation in Organisational Change), conducted on behalf of the [Dublin] Foundation." Finally, we didn't have relevant information for all countries of the European Union (for instance, the 2001 Report gave information about 10 countries, no more).

The need for better and more recent information was crucial. On the one hand, we knew that employee ownership was developing. However, it was not possible to obtain timely information.

We thought that probably a hiatus was growing between companies and practitioners on the one hand, and social and political actors on the other hand, presenting an incorrect picture of the whole issue.

For this reason the European Federation of Employee Share Ownership (EFES) established the database and this "Annual Economic Survey of Employee Ownership in European Countries".

The database is based on information pertaining to each of all the large European companies – which also means similar information for each of all European countries (in fact, at this stage, all 28 countries of the European countries, plus Iceland, Norway and Switzerland).

Furthermore, it is based on information produced by companies themselves in Annual Reports – this means timely information and of high quality.

The database gathers all detailed information about employee ownership, employee share plans and participation in some 3.000 European companies.

For the 2013 Economic Survey, we limit ourselves to a selection of 2.483 largest European companies.

Most of these European companies or "groups" include a "parent company" and some hundreds or even some thousands of subsidiaries in various countries.

This selection of 2.483 European companies includes:

- All listed companies whose market capitalisation was 200 million Euro and more in May of years 2006 to 2013. It means that the Survey involves all largest European companies, without any exception.
- Non-listed companies whose employees own 50% or more of the company, when employing 100 persons and more. We can assume that most of such non-listed European companies are included in our selection. However, this could not be considered as an exhaustive list. It is obvious that information is much more accurate and more available for listed companies than for non-listed ones. Such non-listed companies are mostly workers' cooperatives.

In 2013, 2.195 listed companies belong to the survey, together with 288 non-listed companies (on which the 189 largest European workers' cooperatives). Altogether, they employ 34,2 million people, not far from 30% of all European employees.

The 2.195 largest listed companies in 2013 represent 25% of all European listed companies (excluding asset management, investment funds and real estate funds), but 97% of the whole capitalization and 94% in terms of employment. In this way, the EFES database and the Survey bring an exhaustive picture of employee share ownership and participation in Europe.

Annual Reports are a good source of information about employee share ownership in large European companies, particularly the listed ones. International Financial Reporting Standards are more and more effective and the quality of information is increasing. Most large European companies divulge good information or even full detailed information regarding Top Executives: Individual remuneration, shareholdings, share grants, stock options granted or exercised, etc.

Nearly all large European companies divulge considerable information regarding employees and employee share plans. When did they launch their first plan? Which plans they launched or stopped or reviewed, year after year. Which employees were benefiting of those plans: Categories, numbers. How many shares were granted or sold to employees, how many stock options were granted or exercised... Finally, many large European companies divulge information about the number of employee shareholders (or members of workers' cooperatives).

In addition to the whole information about employee ownership and employee share plans, Top Executives and common employees, the EFES database gathers now also specific information about corporate governance (including employee representation on boards and discrimination in voting rights), and profit-sharing in European companies.

The full description of the database can be found hereafter, including:

- Country codes
- Table of European companies in the 2013 Economic Survey
- Table of data on employee ownership in European companies (5 pages)
- Table of data on employee ownership in European countries (6 pages)
- Data on employee ownership in European countries (26 pages)
- List of most remarkable European companies in 2013 regarding employee ownership
- List of the 2.483 largest European companies in 2013 (12 pages)

COUNTRY CODES

AT	Austria
BE	Belgium
BG	Bulgaria
CH	Switzerland
CY	Cyprus
CZ	Czech Republic
DA	Denmark
DE	Germany
EE	Estonia
ES	Spain
FI	Finland
FR	France
GR	Greece
HR	Croatia
HU	Hungary
IE	Ireland
IS	Iceland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
NO	Norway
PL	Poland
PT	Portugal
RO	Romania
SK	Slovak Republic
SL	Slovenia
SV	Sweden
UK	United Kingdom
EU	Europe
NM	13 Newest Member States of the EU except Poland

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
1	Company	Name, website	2012/13
2	ISIN code (listed companies)	ISIN code	2012/13
3	Remarkable cases	0/1	2012/13
4	Listed / Non listed	L/NL	2012/13
5	Country code	Name	2012/13
6	Date Annual Report	Date	2012/13
7	Branche	Name	2012/13
	YEAR 2012/13		
8	Market capitalization on May 15, 2013	Million Euro	2012/13
9	Employees	Number	2012/13
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2012/13
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and condition	Description	2012/13
12	Employee shareholders (employee owners)	Number	2012/13
13	Date of first employee share plan	Year	2012/13
14	New employee share plan in current year?	0/1	2012/13
15	Number of shares held by employees published by company?	0/1	2012/13
16	Employee Stock Options?	0/1	2012/13
17	Broad-based employee share plans?	0/1	2012/13
18	Employee (share) ownership in some extent?	0/1	2012/13
19	Employee share plans?	0/1	2012/13
20	Shares held by Executive Directors	Number	2012/13
21	Shares held by employees (specified)	Number	2012/13
22	Options exercised by Executive Directors	Number	2012/13
23	Options exercised by employees	Number	2012/13
24	Shares grants vested - Executive Directors	Number	2012/13
25	Shares grants vested - employees	Number	2012/13
26	Employee share purchases	Number	2012/13
27	Employees' stake in ownership structure	%	2012/13
28	Capitalization held by employees	Million Euro	2012/13
29	Capitalization held by Executive Directors	Million Euro	2012/13
30	Top Executives	Number	2012/13
31	Full information on Top Executives' shareholdings?	0/1	2012/13
32	Mention of profit-sharing?	0/1	2012/13
33	Discrimination in voting rights	Description	2012/13
34	Discrimination in voting rights?	0/1	2012/13
35	Employee shareholders' representation on boards?	0/1	2012/13
36	Employee representation on boards?	0/1	2012/13
37	Executive owners on boards?	0/1	2012/13

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
38	Employee representation on boards	Description	2012/13
39	Board structure	Description	2012/13
40	One-tier board structure?	0/1	2012/13
41	Two-tier board structure?	0/1	2012/13
YEAR 2011/12			
42	Market capitalization on May 15, 2012	Million Euro	2011/12
43	Employees	Number	2011/12
44	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
45	Employee shareholders (employee owners)	Number	2011/12
46	New employee share plan in current year?	0/1	2011/12
47	Number of shares held by employees published by company?	0/1	2011/12
48	Employee Stock Options?	0/1	2011/12
49	Broad-based employee share plans?	0/1	2011/12
50	Employee (share) ownership in some extent?	0/1	2011/12
51	Employee share plans?	0/1	2011/12
52	Shares held by Executive Directors	Number	2011/12
53	Shares held by employees (specified)	Number	2011/12
54	Options exercised by Executive Directors	Number	2011/12
55	Options exercised by employees	Number	2011/12
56	Shares grants vested - Executive Directors	Number	2011/12
57	Shares grants vested - employees	Number	2011/12
58	Employee share purchases	Number	2011/12
59	Employees' stake in ownership structure	%	2011/12
60	Capitalization held by employees	Million Euro	2011/12
61	Capitalization held by Executive Directors	Million Euro	2011/12
62	Top Executives	Number	2011/12
YEAR 2010/11			
63	Market capitalization on May 15, 2011	Million Euro	2010/11
64	Employees	Number	2010/11
65	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
66	Employee shareholders (employee owners)	Number	2010/11
67	New employee share plan in current year?	0/1	2010/11
68	Number of shares held by employees published by company?	0/1	2010/11
69	Employee Stock Options?	0/1	2010/11
70	Broad-based employee share plans?	0/1	2010/11
71	Employee (share) ownership in some extent?	0/1	2010/11
72	Employee share plans?	0/1	2010/11
73	Shares held by Executive Directors	Number	2010/11

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
74	Shares held by employees (specified)	Number	2010/11
75	Options exercised by Executive Directors	Number	2010/11
76	Options exercised by employees	Number	2010/11
77	Shares grants vested - Executive Directors	Number	2010/11
78	Shares grants vested - employees	Number	2010/11
79	Employee share purchases	Number	2010/11
80	Employees' stake in ownership structure	%	2010/11
81	Capitalization held by employees	Million Euro	2010/11
82	Capitalization held by Executive Directors	Million Euro	2010/11
83	Top Executives	Number	2010/11
YEAR 2009/10			
84	Market capitalization on May 15, 2010	Million Euro	2009/10
85	Employees	Number	2009/10
86	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
87	Employee shareholders (employee owners)	Number	2009/10
88	New employee share plan in current year?	0/1	2009/10
89	Number of shares held by employees published by company?	0/1	2009/10
90	Employee Stock Options?	0/1	2009/10
91	Broad-based employee share plans?	0/1	2009/10
92	Employee (share) ownership in some extent?	0/1	2009/10
93	Employee share plans?	0/1	2009/10
94	Shares held by Executive Directors	Number	2009/10
95	Shares held by employees (specified)	Number	2009/10
96	Options exercised by Executive Directors	Number	2009/10
97	Options exercised by employees	Number	2009/10
98	Shares grants vested - Executive Directors	Number	2009/10
99	Shares grants vested - employees	Number	2009/10
100	Employee share purchases	Number	2009/10
101	Employees' stake in ownership structure	%	2009/10
102	Capitalization held by employees	Million Euro	2009/10
103	Capitalization held by Executive Directors	Million Euro	2009/10
YEAR 2008/9			
104	Market capitalization on May 15, 2009	Million Euro	2008/9
105	Employees	Number	2008/9
106	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
107	Employee shareholders (employee owners)	Number	2008/9
108	New employee share plan in current year?	0/1	2008/9
109	Number of shares held by employees published by company?	0/1	2008/9

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
110	Employee Stock Options?	0/1	2008/9
111	Broad-based employee share plans?	0/1	2008/9
112	Employee (share) ownership in some extent?	0/1	2008/9
113	Employee share plans?	0/1	2008/9
114	Shares held by Executive Directors	Number	2008/9
115	Shares held by employees	Number	2008/9
116	Options exercised by Executive Directors	Number	2008/9
117	Options exercised by employees	Number	2008/9
118	Shares grants vested - Executive Directors	Number	2008/9
119	Shares grants vested - employees	Number	2008/9
120	Employee share purchases	Number	2008/9
121	Employees' stake in ownership structure	%	2008/9
122	Capitalization held by employees	Million Euro	2008/9
123	Capitalization held by Executive Directors	Million Euro	2008/9
YEAR 2007/8			
124	Market capitalization on May 15, 2008	Million Euro	2007/8
125	Employees	Number	2007/8
126	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
127	Employee shareholders (employee owners)	Number	2007/8
128	New employee share plan in current year?	0/1	2007/8
129	Number of shares held by employees published by company?	0/1	2007/8
130	Employee Stock Options?	0/1	2007/8
131	Broad-based employee share plans?	0/1	2007/8
132	Employee (share) ownership in some extent?	0/1	2007/8
133	Employee share plans?	0/1	2007/8
134	Shares held by Executive Directors	Number	2007/8
135	Shares held by employees	Number	2007/8
136	Options exercised by Executive Directors	Number	2007/8
137	Options exercised by employees	Number	2007/8
138	Shares grants vested - Executive Directors	Number	2007/8
139	Shares grants vested - employees	Number	2007/8
140	Employee share purchases	Number	2007/8
141	Employees' stake in ownership structure	%	2007/8
142	Capitalization held by employees	Million Euro	2007/8
143	Capitalization held by Executive Directors	Million Euro	2007/8
YEAR 2006/7			
144	Market capitalization on May 15, 2007	Million Euro	2006/7
145	Employees	Number	2006/7

Table of data on employee ownership in European companies			
Data	Description	Unit	Year
146	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
147	Employee shareholders (employee owners)	Number	2006/7
148	New employee share plan in current year?	0/1	2006/7
149	Number of shares held by employees published by company?	0/1	2006/7
150	Employee Stock Options?	0/1	2006/7
151	Broad-based employee share plans?	0/1	2006/7
152	Employee (share) ownership in some extent?	0/1	2006/7
153	Employee share plans?	0/1	2006/7
154	Shares held by Executive Directors	Number	2006/7
155	Shares held by employees	Number	2006/7
156	Options exercised by Executive Directors	Number	2006/7
157	Options exercised by employees	Number	2006/7
158	Shares grants vested - Executive Directors	Number	2006/7
159	Shares grants vested - employees	Number	2006/7
160	Employee share purchases	Number	2006/7
161	Employees' stake in ownership structure	%	2006/7
162	Capitalization held by employees	Million Euro	2006/7
163	Capitalization held by Executive Directors	Million Euro	2006/7
YEAR 2005/6			
164	Market capitalization on May 15, 2006	Million Euro	2005/6
165	Employees	Number	2005/6
166	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
167	Number of shares held by employees published by company?	0/1	2005/6
168	Employee Stock Options?	0/1	2005/6
169	Broad-based employee share plans?	0/1	2005/6
170	Employee (share) ownership in some extent?	0/1	2005/6
171	Employee share plans?	0/1	2005/6
172	Shares held by Executive Directors	Number	2005/6
173	Shares held by employees	Number	2005/6
174	Options exercised by Executive Directors	Number	2005/6
175	Options exercised by employees	Number	2005/6
176	Shares grants vested - Executive Directors	Number	2005/6
177	Shares grants vested - employees	Number	2005/6
178	Employee share purchases	Number	2005/6
179	Employees' stake in ownership structure	%	2005/6
180	Capitalization held by employees	Million Euro	2005/6

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2012/13			
1	Companies	Numbers	2012/13
2	Date of first employee share plan	Year	2012/13
3	Companies having launched new employee share plans in 2012/13	Numbers	2012/13
4	Companies having published Employees' stake in ownership structure in 2012/13	Numbers	2012/13
5	Companies having stock options in 2012/13	Numbers	2012/13
6	Companies having broad-based employee share plans in 2012/13	Numbers	2012/13
7	Companies having employee ownership in 2012/13	Numbers	2012/13
8	Companies having employee share plans in 2012/13	Numbers	2012/13
9	Companies having EO>1% in ownership structure in 2012/13 ("significant" ownership)	Numbers	2012/13
10	Companies having EO>6% in ownership structure in 2012/13 ("strategic ownership")	Numbers	2012/13
11	Companies having EO>20% in ownership structure in 2012/13 ("determining" ownership)	Numbers	2012/13
12	Companies having EO>50% in ownership structure in 2012/13 ("controlling" ownership)	Numbers	2012/13
13	Capitalisation in May 2012	Million Euro	2012/13
14	Employees in 2012/13	Numbers	2012/13
15	Employee owners in 2012/13	Numbers	2012/13
16	Employee owners in % of employees in 2012/13	%	2012/13
17	Employees' stake in ownership structure in 2012/13 (EO)	%	2012/13
18	Capitalisation held by employees in 2012/13	Million Euro	2012/13
19	Top Executives' stake in ownership structure in 2012/13 (EXEC)	%	2012/13
20	Common employees' stake in ownership structure in 2012/13 (NonEXEC)	%	2012/13
21	Average capitalisation held by employee in 2012/13	Euro	2012/13
22	Average capitalisation held by each employee owner in 2012/13	Euro	2012/13
23	Average capitalisation held by each non-executive employee owner in 2012/13	Euro	2012/13
ALL COMPANIES, YEAR 2011/12			
24	Companies having launched new employee share plans in 2011/12	Numbers	2011/12
25	Companies having published Employees' stake in ownership structure in 2011/12	Numbers	2011/12
26	Companies having stock options in 2011/12	Numbers	2011/12
27	Companies having broad-based employee share plans in 2011/12	Numbers	2011/12
28	Companies having employee ownership in 2011/12	Numbers	2011/12
29	Companies having employee share plans in 2011/12	Numbers	2011/12
30	Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	Numbers	2011/12
31	Companies having EO>6% in ownership structure in 2011/12 ("strategic ownership")	Numbers	2011/12
32	Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	Numbers	2011/12
33	Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	Numbers	2011/12
34	Capitalisation in May 2012	Million Euro	2011/12
35	Employees in 2011/12	Numbers	2011/12
36	Employee owners in 2011/12	Numbers	2011/12
37	Employee owners in % of employees in 2011/12	%	2011/12
38	Employees' stake in ownership structure in 2011/12 (EO)	%	2011/12
39	Capitalisation held by employees in 2011/12	Million Euro	2011/12
40	Top Executives' stake in ownership structure in 2011/12 (EXEC)	%	2011/12
41	Common employees' stake in ownership structure in 2011/12 (NonEXEC)	%	2011/12
42	Average capitalisation held by employee in 2011/12	Euro	2011/12
43	Average capitalisation held by each employee owner in 2011/12	Euro	2011/12
44	Average capitalisation held by each non-executive employee owner in 2011/12	Euro	2011/12
ALL COMPANIES, YEAR 2010/11			
45	Companies having launched new employee share plans in 2010/11	Numbers	2010/11
46	Companies having published Employees' stake in ownership structure in 2010/11	Numbers	2010/11
47	Companies having stock options in 2010/11	Numbers	2010/11
48	Companies having broad-based employee share plans in 2010/11	Numbers	2010/11
49	Companies having employee ownership in 2010/11	Numbers	2010/11
50	Companies having employee share plans in 2010/11	Numbers	2010/11

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
51	Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers	2010/11
52	Companies having EO>6% in ownership structure in 2010/11 ("strategic ownership")	Numbers	2010/11
53	Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers	2010/11
54	Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers	2010/11
55	Capitalisation in May 2011	Million Euro	2010/11
56	Employees in 2010/11	Numbers	2010/11
57	Employee owners in 2010/11	Numbers	2010/11
58	Employee owners in % of employees in 2010/11	%	2010/11
59	Employees' stake in ownership structure in 2010/11 (EO)	%	2010/11
60	Capitalisation held by employees in 2010/11	Million Euro	2010/11
61	Top Executives' stake in ownership structure in 2010/11 (EXEC)	%	2010/11
62	Common employees' stake in ownership structure in 2010/11 (NonEXEC)	%	2010/11
63	Average capitalisation held by employee in 2010/11	Euro	2010/11
64	Average capitalisation held by each employee owner in 2010/11	Euro	2010/11
65	Average capitalisation held by each non-executive employee owner in 2010/11	Euro	2010/11
ALL COMPANIES, YEAR 2009/10			
66	Companies having launched new employee share plans in 2009/10	Numbers	2009/10
67	Companies having published Employees' stake in ownership structure in 2009/10	Numbers	2009/10
68	Companies having stock options in 2009/10	Numbers	2009/10
69	Companies having broad-based employee share plans in 2009/10	Numbers	2009/10
70	Companies having employee ownership in 2009/10	Numbers	2009/10
71	Companies having employee share plans in 2009/10	Numbers	2009/10
72	Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers	2009/10
73	Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	Numbers	2009/10
74	Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers	2009/10
75	Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers	2009/10
76	Capitalisation in May 2010	Million Euro	2009/10
77	Employees in 2009/10	Numbers	2009/10
78	Employee owners in 2009/10	Numbers	2009/10
79	Employee owners in % of employees in 2009/10	%	2009/10
80	Employees' stake in ownership structure in 2009/10 (EO)	%	2009/10
81	Capitalisation held by employees in 2009/10	Million Euro	2009/10
82	Top Executives' stake in ownership structure in 2009/10 (EXEC)	%	2009/10
83	Common employees' stake in ownership structure in 2009/10 (NonEXEC)	%	2009/10
84	Average capitalisation held by employee in 2009/10	Euro	2009/10
85	Average capitalisation held by each employee owner in 2009/10	Euro	2009/10
86	Average capitalisation held by each non-executive employee owner in 2009/10	Euro	2009/10
ALL COMPANIES, YEAR 2008/9			
87	Companies having launched new employee share plans in 2008/9	Numbers	2008/9
88	Companies having published Employees' stake in ownership structure in 2008/9	Numbers	2008/9
89	Companies having stock options in 2008/9	Numbers	2008/9
90	Companies having broad-based employee share plans in 2008/9	Numbers	2008/9
91	Companies having employee ownership in 2008/9	Numbers	2008/9
92	Companies having employee share plans in 2008/9	Numbers	2008/9
93	Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers	2008/9
94	Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	Numbers	2008/9
95	Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers	2008/9
96	Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers	2008/9
97	Capitalisation in May 2009	Million Euro	2008/9
98	Employees in 2008/9	Numbers	2008/9
99	Employee owners in 2008/9	Numbers	2008/9
100	Employee owners in % of employees in 2008/9	%	2008/9
101	Employees' stake in ownership structure in 2008/9 (EO)	%	2008/9

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
102	Capitalisation held by employees in 2008/9	Million Euro	2008/9
103	Top Executives' stake in ownership structure in 2008/9 (EXEC)	%	2008/9
104	Common employees' stake in ownership structure in 2008/9 (NonEXEC)	%	2008/9
105	Average capitalisation held by employee in 2008/9	Euro	2008/9
106	Average capitalisation held by each employee owner in 2008/9	Euro	2008/9
107	Average capitalisation held by each non-executive employee owner in 2008/9	Euro	2008/9
ALL COMPANIES, YEAR 2007/8			
108	Companies having launched new employee share plans in 2007/8	Numbers	2007/8
109	Companies having published Employees' stake in ownership structure in 2007/8	Numbers	2007/8
110	Companies having stock options in 2007/8	Numbers	2007/8
111	Companies having broad-based employee share plans in 2007/8	Numbers	2007/8
112	Companies having employee ownership in 2007/8	Numbers	2007/8
113	Companies having employee share plans in 2007/8	Numbers	2007/8
114	Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers	2007/8
115	Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	Numbers	2007/8
116	Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers	2007/8
117	Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers	2007/8
118	Capitalisation in May 2008	Million Euro	2007/8
119	Employees in 2007/8	Numbers	2007/8
120	Employee owners in 2007/8	Numbers	2007/8
121	Employee owners in % of employees in 2007/8	%	2007/8
122	Employees' stake in ownership structure in 2007/8 (EO)	%	2007/8
123	Capitalisation held by employees in 2007/8	Million Euro	2007/8
124	Top Executives' stake in ownership structure in 2007/8 (EXEC)	%	2007/8
125	Common employees' stake in ownership structure in 2007/8 (NonEXEC)	%	2007/8
126	Average capitalisation held by employee in 2007/8	Euro	2007/8
127	Average capitalisation held by each employee owner in 2007/8	Euro	2007/8
128	Average capitalisation held by each non-executive employee owner in 2007/8	Euro	2007/8
ALL COMPANIES, YEAR 2006/7			
129	Companies having launched new employee share plans in 2006/7	Numbers	2006/7
130	Companies having published Employees' stake in ownership structure in 2006/7	Numbers	2006/7
131	Companies having stock options in 2006/7	Numbers	2006/7
132	Companies having broad-based employee share plans in 2006/7	Numbers	2006/7
133	Companies having employee ownership in 2006/7	Numbers	2006/7
134	Companies having employee share plans in 2006/7	Numbers	2006/7
135	Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers	2006/7
136	Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	Numbers	2006/7
137	Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers	2006/7
138	Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers	2006/7
139	Capitalisation in May 2007	Million Euro	2006/7
140	Employees in 2006/7	Numbers	2006/7
141	Employee owners in 2006/7	Numbers	2006/7
142	Employee owners in % of employees in 2006/7	%	2006/7
143	Employees' stake in ownership structure in 2006/7 (EO)	%	2006/7
144	Capitalisation held by employees in 2006/7	Million Euro	2006/7
145	Top Executives' stake in ownership structure in 2006/7 (EXEC)	%	2006/7
146	Common employees' stake in ownership structure in 2006/7 (NonEXEC)	%	2006/7
147	Average capitalisation held by employee in 2006/7	Euro	2006/7
148	Average capitalisation held by each employee owner in 2006/7	Euro	2006/7
149	Average capitalisation held by each non-executive employee owner in 2006/7	Euro	2006/7
ALL COMPANIES, YEAR 2005/6			
150	Companies having published Employees' stake in ownership structure in 2005/6	Numbers	2005/6
151	Companies having stock options in 2005/6	Numbers	2005/6

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
152	Companies having broad-based employee share plans in 2005/6	Numbers	2005/6
153	Companies having employee ownership in 2005/6	Numbers	2005/6
154	Companies having employee share plans in 2005/6	Numbers	2005/6
155	Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers	2005/6
156	Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers	2005/6
157	Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers	2005/6
158	Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers	2005/6
159	Capitalisation in May 2006	Million Euro	2005/6
160	Employees in 2005/6	Numbers	2005/6
161	Employees' stake in ownership structure in 2005/6 (EO)	%	2005/6
162	Capitalisation held by employees in 2005/6	Million Euro	2005/6
163	Average capitalisation held by each employee in 2005/6	Euro	2005/6
LISTED COMPANIES, YEAR 2012/13			
164	Listed Companies	Numbers	2012/13
165	Date of first employee share plan	Year	2012/13
166	Listed Companies having published Employees' stake in ownership structure in 2012/13	Numbers	2012/13
167	Listed Companies having stock options in 2012/13	Numbers	2012/13
168	Listed Companies having broad-based employee share plans in 2012/13	Numbers	2012/13
169	Listed Companies having employee ownership in 2012/13	Numbers	2012/13
170	Listed Companies having employee share plans in 2012/13	Numbers	2012/13
171	Listed Companies having EO>1% in ownership structure in 2012/13 ("significant" ownership)	Numbers	2012/13
172	Listed Companies having EO>6% in ownership structure in 2012/13 ("strategic" ownership)	Numbers	2012/13
173	Listed Companies having EO>20% in ownership structure in 2012/13 ("determining" ownership)	Numbers	2012/13
174	Listed Companies having EO>50% in ownership structure in 2012/13 ("controlling" ownership)	Numbers	2012/13
175	Employees in listed companies having employee share plans in 2012/13	Numbers	2012/13
176	Employee owners in listed companies having employee share plans in 2012/13	Numbers	2012/13
177	Employee owners in % of all employees in listed companies having employee share plans in 2012/13	%	2012/13
LISTED COMPANIES, YEAR 2011/12			
178	Listed Companies having published Employees' stake in ownership structure in 2011/12	Numbers	2011/12
179	Listed Companies having stock options in 2011/12	Numbers	2011/12
180	Listed Companies having broad-based employee share plans in 2011/12	Numbers	2011/12
181	Listed Companies having employee ownership in 2011/12	Numbers	2011/12
182	Listed Companies having employee share plans in 2011/12	Numbers	2011/12
183	Listed Companies having EO>1% in ownership structure in 2011/12 ("significant" ownership)	Numbers	2011/12
184	Listed Companies having EO>6% in ownership structure in 2011/12 ("strategic" ownership)	Numbers	2011/12
185	Listed Companies having EO>20% in ownership structure in 2011/12 ("determining" ownership)	Numbers	2011/12
186	Listed Companies having EO>50% in ownership structure in 2011/12 ("controlling" ownership)	Numbers	2011/12
187	Employees in listed companies having employee share plans in 2011/12	Numbers	2011/12
188	Employee owners in listed companies having employee share plans in 2011/12	Numbers	2011/12
189	Employee owners in % of all employees in listed companies having employee share plans in 2011/12	%	2011/12
LISTED COMPANIES, YEAR 2010/11			
190	Listed Companies having published Employees' stake in ownership structure in 2010/11	Numbers	2010/11
191	Listed Companies having stock options in 2010/11	Numbers	2010/11
192	Listed Companies having broad-based employee share plans in 2010/11	Numbers	2010/11
193	Listed Companies having employee ownership in 2010/11	Numbers	2010/11
194	Listed Companies having employee share plans in 2010/11	Numbers	2010/11
195	Listed Companies having EO>1% in ownership structure in 2010/11 ("significant" ownership)	Numbers	2010/11
196	Listed Companies having EO>6% in ownership structure in 2010/11 ("strategic" ownership)	Numbers	2010/11
197	Listed Companies having EO>20% in ownership structure in 2010/11 ("determining" ownership)	Numbers	2010/11
198	Listed Companies having EO>50% in ownership structure in 2010/11 ("controlling" ownership)	Numbers	2010/11
199	Employees in listed companies having employee share plans in 2010/11	Numbers	2010/11
200	Employee owners in listed companies having employee share plans in 2010/11	Numbers	2010/11
201	Employee owners in % of all employees in listed companies having employee share plans in 2010/11	%	2010/11

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
LISTED COMPANIES, YEAR 2009/10			
202	Listed Companies having published Employees' stake in ownership structure in 2009/10	Numbers	2009/10
203	Listed Companies having stock options in 2009/10	Numbers	2009/10
204	Listed Companies having broad-based employee share plans in 2009/10	Numbers	2009/10
205	Listed Companies having employee ownership in 2009/10	Numbers	2009/10
206	Listed Companies having employee share plans in 2009/10	Numbers	2009/10
207	Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers	2009/10
208	Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	Numbers	2009/10
209	Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers	2009/10
210	Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers	2009/10
211	Employees in listed companies having employee share plans in 2009/10	Numbers	2009/10
212	Employee owners in listed companies having employee share plans in 2009/10	Numbers	2009/10
213	Employee owners in % of all employees in listed companies having employee share plans in 2009/10	%	2009/10
LISTED COMPANIES, YEAR 2008/9			
214	Listed Companies having published Employees' stake in ownership structure in 2008/9	Numbers	2008/9
215	Listed Companies having stock options in 2008/9	Numbers	2008/9
216	Listed Companies having broad-based employee share plans in 2008/9	Numbers	2008/9
217	Listed Companies having employee ownership in 2008/9	Numbers	2008/9
218	Listed Companies having employee share plans in 2008/9	Numbers	2008/9
219	Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers	2008/9
220	Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	Numbers	2008/9
221	Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers	2008/9
222	Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers	2008/9
223	Employees in listed companies having employee share plans in 2008/9	Numbers	2008/9
224	Employee owners in listed companies having employee share plans in 2008/9	Numbers	2008/9
225	Employee owners in % of all employees in listed companies having employee share plans in 2008/9	%	2008/9
LISTED COMPANIES, YEAR 2007/8			
226	Listed Companies having published Employees' stake in ownership structure in 2007/8	Numbers	2007/8
227	Listed Companies having stock options in 2007/8	Numbers	2007/8
228	Listed Companies having broad-based employee share plans in 2007/8	Numbers	2007/8
229	Listed Companies having employee ownership in 2007/8	Numbers	2007/8
230	Listed Companies having employee share plans in 2007/8	Numbers	2007/8
231	Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers	2007/8
232	Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	Numbers	2007/8
233	Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers	2007/8
234	Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers	2007/8
235	Employees in listed companies having employee share plans in 2007/8	Numbers	2007/8
236	Employee owners in listed companies having employee share plans in 2007/8	Numbers	2007/8
237	Employee owners in % of all employees in listed companies having employee share plans in 2007/8	%	2007/8
LISTED COMPANIES, YEAR 2006/7			
238	Listed Companies having published Employees' stake in ownership structure in 2006/7	Numbers	2006/7
239	Listed Companies having stock options in 2006/7	Numbers	2006/7
240	Listed Companies having broad-based employee share plans in 2006/7	Numbers	2006/7
241	Listed Companies having employee ownership in 2006/7	Numbers	2006/7
242	Listed Companies having employee share plans in 2006/7	Numbers	2006/7
243	Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers	2006/7
244	Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	Numbers	2006/7
245	Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers	2006/7
246	Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers	2006/7
247	Employees in listed companies having employee share plans in 2006/7	Numbers	2006/7
248	Employee owners in listed companies having employee share plans in 2006/7	Numbers	2006/7
249	Employee owners in % of all employees in listed companies having employee share plans in 2006/7	%	2006/7
LISTED COMPANIES, YEAR 2005/6			

Table of data on employee ownership in European countries			
Data	Description	Unit	Year
250	Listed Companies having published Employees' stake in ownership structure in 2005/6	Numbers	2005/6
251	Listed Companies having stock options in 2005/6	Numbers	2005/6
252	Listed Companies having broad-based employee share plans in 2005/6	Numbers	2005/6
253	Listed Companies having employee ownership in 2005/6	Numbers	2005/6
254	Listed Companies having employee share plans in 2005/6	Numbers	2005/6
255	Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers	2005/6
256	Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers	2005/6
257	Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers	2005/6
258	Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers	2005/6
NON-LISTED Companies			
259	Non-listed Companies in 2012/13	Numbers	2012/13

Data on employee ownership in European countries
(31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	1 2012/13 Companies Numbers	2 2012/13 Date of first Empl. Share Plan Year	3 2012/13 Companies having new share plans Numbers	4 2012/13 Companies having published %EO Numbers	5 2012/13 Companies having Stock Options Numbers	6 2012/13 Companies having broad based plans Numbers	7 2012/13 Companies having EOwnership Numbers	8 2012/13 Companies having E Share Plans Numbers	9 2012/13 Companies having %EO>1% Numbers	10 2012/13 Companies having %EO>6% Numbers
AT	41	2.002	7	8	12	18	33	24	19	10
BE	53	1.999	21	3	42	16	48	47	21	10
BG	9	1.948	0	0	0	2	8	2	2	2
CH	157	2.001	57	11	91	62	153	137	84	23
CY	5	2.000	0	1	4	3	5	4	4	2
CZ	30	1.960	2	0	4	25	28	29	24	24
DA	72	2.002	22	4	55	38	70	63	23	4
DE	224	1.999	63	12	128	85	185	169	85	40
EE	6	2.008	1	0	2	0	6	3	2	1
ES	167	1.992	18	3	36	83	159	119	99	92
FI	65	2.002	32	1	51	26	65	64	27	4
FR	338	1.991	142	254	213	288	322	327	268	170
GR	53	2.003	4	0	29	8	41	32	22	17
HR	12	2.004	0	0	3	3	6	8	3	1
HU	17	1.996	3	5	5	12	15	16	11	9
IE	32	1.995	6	1	31	20	32	31	18	5
IS	5	2.006	3	0	3	0	5	5	2	0
IT	189	1.989	27	11	97	52	174	141	92	71
LT	7	ns	0	0	0	0	3	0	1	1
LU	10	2.005	1	0	8	0	8	9	3	3
LV	3	2.002	0	0	0	1	2	1	0	0
MT	5	1.998	1	0	2	3	4	4	1	0
NL	81	1.999	32	11	63	31	79	78	41	12
NO	100	2.003	42	5	63	56	94	85	39	11
PL	97	2.004	9	1	40	15	73	56	31	22
PT	31	2.002	8	1	14	7	27	16	8	4
RO	10	2.009	1	0	1	2	7	3	0	0
SK	8	1.967	0	0	0	2	3	3	2	2
SL	21	1.996	0	3	2	11	18	14	10	6
SV	123	2.001	52	6	94	52	122	109	49	10
UK	512	1.996	145	27	468	402	507	508	353	121
31 COUNTRIES	2.483	1.996	699	368	1.561	1.323	2.302	2.107	1.344	677
13 NMS - PL (*)	133	1.983	8	9	23	64	105	87	60	48

(*) "New" Member States except Poland

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	11 2012/13 Companies having %EO>20% Numbers	12 2012/13 Companies having %EO>50% Numbers	13 May 2013 Stock capitalization million €	14 2012/13 Employees Numbers	15 2012/13 Employee owners Numbers	16 2012/13 Employee owners in % of employees %	17 2012/13 Employees' stake %	18 2012/13 Capitalization held by employees million €	19 2012/13 Top Executives' stake %	20 2012/13 Common employees' stake %
AT	6	2	74,557 €	487,757	112,065	22,98	4,60	3,432 €	2,10	2,50
BE	5	4	219,846 €	568,518	51,634	9,08	2,31	5,087 €	1,17	1,14
BG	2	2	1,072 €	18,967	286	1,51	0,34	4 €	0,06	0,28
CH	11	3	1,020,181 €	1,788,119	302,080	16,80	3,09	31,539 €	1,35	1,75
CY	2	2	663 €	27,600	4,528	16,40	5,08	34 €	4,25	0,82
CZ	24	24	22,734 €	71,502	5,953	8,32	0,20	46 €	0,02	0,19
DA	3	1	163,135 €	430,534	72,940	16,94	1,30	2,122 €	0,23	1,08
DE	27	11	1,141,035 €	5,526,785	913,342	16,53	1,75	19,915 €	0,69	1,05
EE	0	0	1,543 €	14,186	33	0,23	0,86	13 €	0,85	0,01
ES	82	74	459,942 €	1,868,603	223,016	11,93	2,79	12,851 €	1,55	1,24
FI	2	0	130,656 €	564,054	121,773	21,59	1,00	1,309 €	0,25	0,76
FR	136	109	1,357,779 €	7,868,010	3,707,935	47,13	5,15	69,931 €	1,33	3,82
GR	12	3	43,805 €	276,616	35,230	12,74	3,42	1,499 €	2,91	0,52
HR	1	1	12,830 €	66,418	7,325	11,03	2,15	276 €	1,28	0,87
HU	8	8	14,854 €	103,518	9,902	9,57	1,84	273 €	0,30	1,54
IE	2	0	99,592 €	266,996	35,572	13,32	1,57	1,562 €	0,82	0,75
IS	0	0	2,147 €	11,931	487	4,08	0,70	15 €	0,38	0,32
IT	61	53	400,272 €	1,809,815	172,404	9,53	5,95	23,835 €	4,99	0,96
LT	1	0	1,865 €	12,762	5	0,04	0,74	14 €	0,74	0,00
LU	2	2	43,687 €	65,604	945	1,44	5,33	2,328 €	5,31	0,02
LV	0	0	582 €	3,373	173	5,13	0,01	0 €	0,00	0,01
MT	0	0	2,228 €	6,021	2,185	36,29	1,00	22 €	0,05	0,95
NL	8	5	373,399 €	1,854,673	362,131	19,53	1,86	6,939 €	0,56	1,30
NO	6	2	225,915 €	412,127	67,604	16,40	1,44	3,247 €	0,50	0,94
PL	12	3	113,331 €	578,916	108,732	18,78	3,00	3,397 €	1,82	1,17
PT	3	0	51,934 €	331,043	20,042	6,05	0,53	274 €	0,42	0,11
RO	0	0	9,140 €	56,129	38,870	69,25	0,03	2 €	0,02	0,01
SK	2	2	2,290 €	13,892	201	1,45	0,98	22 €	0,00	0,98
SL	5	4	4,334 €	77,881	6,133	7,87	1,56	68 €	0,05	1,51
SV	5	1	428,233 €	1,467,535	585,681	39,91	1,67	7,139 €	0,53	1,14
UK	76	44	2,486,762 €	7,951,247	2,451,840	30,84	2,79	69,303 €	1,20	1,59
31 COUNTRIES	504	360	8,910,345 €	34,611,132	9,421,045	27,22	2,99	266,500 €	1,28	1,71
13 NMS - PL (*)	45	43	74,136 €	472,249	75,593	16,01	1,05	775 €	0,37	0,68

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	21 2012/13 Capitalization by employee €	22 2012/13 Capitalization by employee owner €	23 2012/13 Capitalization by common employee owner €	24 in 2011/12 Companies having new share plans Numbers	25 2011/12 Companies having %EO published Numbers	26 2011/12 Companies having Stock Options Numbers	27 2011/12 Companies having broad based plans Numbers	28 2011/12 Companies having EOwnership Numbers	29 2011/12 Companies having E Share Plans Numbers	30 2011/12 Companies having %EO>1% Numbers
AT	7.036 €	30.626 €	16.665 €	10	7	12	18	30	24	20
BE	8.949 €	98.530 €	48.527 €	23	5	42	15	45	46	20
BG	193 €	12.801 €	10.452 €	0	0	0	2	7	2	2
CH	17.540 €	104.406 €	58.965 €	55	12	91	61	153	135	80
CY	1.220 €	7.439 €	1.206 €	1	2	4	3	5	4	4
CZ	650 €	7.805 €	7.130 €	3	0	0	25	29	29	24
DA	4.929 €	29.094 €	24.050 €	27	4	54	38	69	63	23
DE	3.603 €	21.804 €	13.161 €	67	13	128	84	188	169	87
EE	939 €	403.773 €	5.294 €	1	0	2	0	4	2	2
ES	6.878 €	57.625 €	25.606 €	16	6	35	83	156	115	99
FI	2.321 €	10.751 €	8.123 €	30	1	51	24	64	63	27
FR	8.888 €	18.860 €	13.982 €	138	257	212	287	323	325	265
GR	5.419 €	42.548 €	6.414 €	5	0	29	8	39	32	22
HR	4.154 €	37.686 €	15.256 €	1	0	3	3	7	7	2
HU	2.640 €	27.596 €	23.112 €	2	4	5	12	16	16	11
IE	5.852 €	43.924 €	20.986 €	7	1	31	20	32	31	18
IS	1.254 €	30.713 €	14.161 €	2	0	3	0	4	4	2
IT	13.170 €	138.248 €	22.327 €	30	12	97	52	176	140	92
LT	1.079 €	2.755.217 €	14 €	0	0	0	0	5	0	1
LU	35.481 €	2.463.290 €	7.551 €	3	0	8	0	7	9	3
LV	26 €	502 €	420 €	0	0	0	1	1	1	0
MT	3.712 €	10.227 €	9.704 €	1	0	2	3	4	4	2
NL	3.741 €	19.162 €	13.416 €	30	11	63	31	75	76	39
NO	7.878 €	48.027 €	31.462 €	33	5	63	55	94	85	36
PL	5.868 €	31.245 €	12.231 €	16	1	40	15	77	56	34
PT	827 €	13.655 €	2.741 €	4	1	14	7	28	15	7
RO	41 €	59 €	19 €	1	0	1	2	5	3	0
SK	1.615 €	111.338 €	111.214 €	0	0	0	2	2	3	2
SL	868 €	11.016 €	10.638 €	1	4	2	11	17	14	10
SV	4.865 €	12.190 €	8.320 €	55	5	93	50	120	107	48
UK	8.716 €	28.266 €	16.118 €	165	32	467	401	505	507	332
31 COUNTRIES	7.700 €	28.288 €	16.198 €	727	383	1.556	1.313	2.287	2.087	1.314
13 NMS - PL (*)	1.641 €	10.249 €	6.632 €	11	10	23	64	102	85	60

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	31 2011/12 Companies having %EO>6% Numbers	32 2011/12 Companies having %EO>20% Numbers	33 2011/12 Companies having %EO>50% Numbers	34 May 2012 Stock capitalization million €	35 2011/12 Employees Numbers	36 2011/12 Employee owners Numbers	37 2011/12 Employee owners in % of employees %	38 2011/12 Employees' stake %	39 2011/12 Capitalization held by employees million €	40 2011/12 Top Executives' stake %
AT	10	5	1	59,378 €	488,623	114,421	23,42	4,40	2,611 €	2,26
BE	10	5	4	164,079 €	591,766	57,891	9,78	2,11	3,466 €	1,04
BG	2	2	2	1,149 €	17,656	289	0,00	0,36	4 €	0,08
CH	25	11	3	785,476 €	1,756,323	304,040	17,31	2,72	21,350 €	1,26
CY	2	2	2	936 €	29,556	4,535	15,34	5,38	50 €	4,66
CZ	24	24	24	27,189 €	73,075	6,010	8,22	0,19	52 €	0,02
DA	4	3	1	129,961 €	429,792	73,073	17,00	1,32	1,717 €	0,29
DE	39	27	11	914,296 €	5,386,478	951,458	17,66	1,76	16,049 €	0,76
EE	1	0	0	1,173 €	13,731	32	0,00	0,86	10 €	0,85
ES	90	81	74	337,059 €	2,008,263	224,439	11,18	3,20	10,775 €	1,58
FI	4	2	0	105,589 €	596,746	131,387	22,02	1,10	1,158 €	0,32
FR	163	137	109	1,049,354 €	7,616,435	3,639,484	47,78	4,92	51,652 €	1,26
GR	17	12	3	17,803 €	282,357	36,354	12,88	2,96	527 €	2,38
HR	1	1	1	11,692 €	67,248	7,585	11,28	2,13	250 €	1,12
HU	9	8	8	13,911 €	101,406	9,771	9,64	1,94	270 €	0,50
IE	5	2	0	84,733 €	261,604	36,816	14,07	1,32	1,118 €	0,66
IS	0	0	0	1,953 €	11,329	396	3,50	0,70	14 €	0,39
IT	73	64	55	327,253 €	1,793,334	186,807	10,42	5,56	18,204 €	4,43
LT	1	1	0	1,680 €	12,840	9	0,00	0,69	12 €	0,69
LU	3	2	2	38,832 €	66,762	852	1,28	5,09	1,975 €	5,05
LV	0	0	0	587 €	3,357	200	5,96	0,01	0 €	0,00
MT	0	0	0	1,970 €	5,998	2,285	38,10	1,02	20 €	0,11
NL	12	8	5	300,496 €	1,881,531	382,222	20,31	1,91	5,729 €	0,62
NO	11	8	2	198,849 €	412,046	70,955	17,22	1,31	2,600 €	0,42
PL	25	13	5	93,734 €	595,359	116,613	19,59	3,13	2,935 €	1,81
PT	3	2	0	42,160 €	321,977	20,451	6,35	0,40	170 €	0,32
RO	0	0	0	8,198 €	59,003	69,862	0,00	0,02	2 €	0,01
SK	2	2	2	2,281 €	13,501	199	1,48	1,04	24 €	0,00
SL	6	5	4	4,034 €	79,153	6,923	8,75	1,84	74 €	0,06
SV	12	5	1	338,765 €	1,421,863	566,985	39,88	1,54	5,204 €	0,52
UK	128	79	46	2,114,507 €	7,736,846	2,409,117	31,14	2,54	53,670 €	1,09
31 COUNTRIES	682	511	365	7,179,076 €	34,135,957	9,431,461	27,63	2,81	201,690 €	1,20
13 NMS - PL (*)	48	45	43	74,799 €	476,524	107,700	22,60	1,03	768 €	0,37

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	41 2011/12 Common employees' stake %	42 2011/12 Capitalization by employee €	43 2011/12 Capitalization by employee owner €	44 2011/12 Capitalization by common employee owner €	45 in 2010/11 Companies having new share plans Numbers	46 2010/11 Companies having %EO published Numbers	47 2010/11 Companies having Stock Options Numbers	48 2010/11 Companies having broad based plans Numbers	49 2010/11 Companies having EOwnership Numbers	50 2010/11 Companies having E Share Plans Numbers
AT	2,13	5,344 €	22,819 €	11,067 €	7	6	12	17	29	23
BE	1,08	5,856 €	59,864 €	30,499 €	24	5	42	15	44	46
BG	0,28	232 €	14,191 €	11,002 €	0	0	0	2	7	2
CH	1,45	12,156 €	70,222 €	37,560 €	59	13	91	61	153	132
CY	0,73	1,705 €	11,110 €	1,505 €	0	2	4	3	5	4
CZ	0,17	712 €	8,654 €	7,574 €	1	0	0	3	25	28
DA	1,03	3,994 €	23,491 €	18,335 €	29	5	54	38	69	63
DE	0,99	2,980 €	16,868 €	9,552 €	60	13	128	83	186	166
EE	0,01	738 €	ns	5,305 €	0	0	2	0	4	2
ES	1,62	5,365 €	48,009 €	24,263 €	17	6	35	80	155	114
FI	0,77	1,940 €	8,811 €	6,205 €	33	1	51	24	64	63
FR	3,67	6,782 €	14,192 €	10,568 €	147	255	212	286	321	324
GR	0,58	1,867 €	14,500 €	2,842 €	7	0	29	8	39	32
HR	1,02	3,711 €	32,900 €	15,662 €	0	0	3	3	7	7
HU	1,44	2,683 €	27,638 €	20,496 €	3	5	5	12	17	16
IE	0,66	4,275 €	30,380 €	15,210 €	7	3	31	20	32	31
IS	0,31	1,202 €	34,396 €	15,315 €	2	0	3	0	3	3
IT	1,14	10,151 €	97,450 €	19,896 €	37	13	97	51	174	139
LT	0,00	901 €	ns	14 €	0	0	0	0	5	0
LU	0,03	29,578 €	ns	13,914 €	1	0	8	0	7	9
LV	0,01	23 €	379 €	379 €	0	0	0	1	1	1
MT	0,91	3,340 €	8,767 €	7,810 €	0	0	2	3	4	4
NL	1,29	3,045 €	14,989 €	10,141 €	38	11	63	31	74	75
NO	0,89	6,311 €	36,648 €	24,974 €	43	6	60	53	92	80
PL	1,32	4,929 €	25,166 €	10,645 €	17	5	35	13	75	50
PT	0,08	527 €	8,295 €	1,632 €	4	1	14	7	28	15
RO	0,01	31 €	26 €	11 €	2	0	1	2	5	3
SK	1,04	1,765 €	119,474 €	0 €	0	0	0	2	2	3
SL	1,78	935 €	10,693 €	10,349 €	0	4	2	11	17	13
SV	1,01	3,660 €	9,178 €	6,047 €	50	5	92	50	119	105
UK	1,44	6,937 €	22,278 €	12,682 €	171	33	460	391	502	499
31 COUNTRIES	1,61	5,908 €	21,385 €	12,235 €	759	392	1,539	1,292	2,268	2,052
13 NMS - PL (*)	0,65	1,611 €	7,127 €	4,539 €	6	11	22	64	102	83

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	51	52	53	54	55	56	57	58	59	60
	2010/11 Companies having %EO>1% Numbers	2010/11 Companies having %EO>6% Numbers	2010/11 Companies having %EO>20% Numbers	2010/11 Companies having %EO>50% Numbers	May 2011 Stock capitalization million €	2010/11 Employees Numbers	2010/11 Employee owners Numbers	2010/11 Employee owners in % of employees %	2010/11 Employees' stake %	2010/11 Capitalization held by employees million €
AT	18	10	5	1	81,110 €	483,309	109,269	22,61	4,08	3,307 €
BE	22	10	5	4	171,871 €	581,780	83,558	14,36	2,10	3,616 €
BG	2	2	2	2	1,409 €	18,339	288	0,00	0,37	5 €
CH	76	31	11	2	885,435 €	1,623,732	302,010	18,60	2,86	25,351 €
CY	4	2	2	2	3,396 €	31,162	4,578	14,69	3,20	109 €
CZ	24	24	24	24	37,737 €	75,523	6,074	8,04	0,19	71 €
DA	25	5	4	0	139,523 €	412,524	76,390	18,52	1,13	1,572 €
DE	90	46	30	15	1,027,695 €	5,187,512	984,580	18,98	2,00	20,592 €
EE	2	1	0	0	1,336 €	13,593	33	0,00	1,02	14 €
ES	99	89	81	75	490,720 €	1,891,094	230,725	12,20	2,95	14,459 €
FI	30	4	2	0	148,581 €	573,159	138,673	24,19	1,27	1,886 €
FR	264	161	139	107	1,319,912 €	7,303,981	3,636,453	49,79	5,01	66,071 €
GR	23	19	11	3	40,874 €	299,275	40,129	13,41	3,89	1,589 €
HR	2	1	1	1	14,000 €	67,931	7,815	11,50	2,60	364 €
HU	11	9	8	8	21,591 €	98,522	9,780	9,93	1,63	351 €
IE	18	5	2	0	45,189 €	269,181	38,879	14,44	2,41	1,088 €
IS	0	0	0	0	1,593 €	10,592	430	4,06	0,47	7 €
IT	92	74	63	53	446,662 €	1,774,273	203,216	11,45	4,10	18,301 €
LT	1	1	0	0	2,018 €	13,379	15	0,00	0,65	13 €
LU	3	2	2	2	43,994 €	62,915	756	1,20	4,91	2,159 €
LV	0	0	0	0	646 €	2,957	220	7,44	0,02	0 €
MT	2	0	0	0	2,180 €	6,060	2,285	37,71	1,07	23 €
NL	39	13	9	5	352,811 €	1,794,677	399,344	22,25	1,69	5,945 €
NO	32	11	9	3	209,770 €	395,822	79,593	20,11	1,56	3,282 €
PL	37	25	12	5	94,723 €	589,956	92,913	15,75	2,74	2,595 €
PT	7	3	3	0	65,131 €	286,068	21,302	7,45	0,40	258 €
RO	0	0	0	0	10,978 €	62,608	70,403	0,00	0,03	3 €
SK	2	2	2	2	2,680 €	12,979	290	2,23	0,87	23 €
SL	10	7	5	4	5,356 €	79,185	7,819	9,87	1,29	69 €
SV	49	13	5	3	392,096 €	1,324,628	554,619	41,87	1,67	6,551 €
UK	327	126	76	47	2,142,161 €	7,557,652	2,429,024	32,14	2,79	59,762 €
31 COUNTRIES	1,311	696	513	368	8,203,182 €	32,904,368	9,531,461	28,97	2,92	239,438 €
13 NMS - PL (*)	60	49	44	43	103,330 €	482,238	109,600	22,73	1,01	1,045 €

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	61 2010/11 Top Executives' stake %	62 2010/11 Common employees' stake %	63 2010/11 Capitalization by employee €	64 2010/11 Capitalization by employee owner €	65 2010/11 Capitalization by common employee owner €	66 in 2009/10 Companies having new share plans Numbers	67 2009/10 Companies having %EO published Numbers	68 2009/10 Companies having Stock Options Numbers	69 2009/10 Companies having broad based plans Numbers	70 2009/10 Companies having EOwnership Numbers
AT	1,79	2,28	6.842 €	30.262 €	16.957 €	9	8	12	17	29
BE	1,04	1,06	6.216 €	43.279 €	21.788 €	21	7	42	15	43
BG	0,15	0,22	288 €	18.301 €	10.740 €	0	0	0	2	7
CH	1,15	1,71	15.613 €	83.942 €	50.126 €	53	12	91	61	152
CY	2,12	1,08	3.487 €	23.734 €	7.999 €	1	2	4	3	5
CZ	0,07	0,12	937 €	11.649 €	7.287 €	0	0	0	3	28
DA	0,20	0,93	3.811 €	20.581 €	16.974 €	22	5	53	37	68
DE	0,94	1,07	3.969 €	20.914 €	11.123 €	51	16	127	83	184
EE	1,00	0,02	998 €	ns	7.383 €	1	0	2	0	4
ES	1,69	1,26	7.646 €	62.669 €	26.751 €	14	6	35	80	155
FI	0,40	0,87	3.291 €	13.602 €	9.311 €	32	1	51	23	64
FR	1,23	3,77	9.046 €	18.169 €	13.690 €	138	263	211	283	319
GR	3,30	0,59	5.310 €	39.602 €	6.006 €	11	0	29	8	39
HR	1,38	1,22	5.357 €	46.562 €	21.874 €	0	0	3	3	7
HU	0,58	1,05	3.567 €	35.929 €	23.112 €	2	7	5	12	17
IE	1,18	1,23	4.041 €	27.981 €	14.302 €	6	3	31	20	32
IS	0,25	0,22	705 €	17.367 €	8.134 €	0	0	2	0	3
IT	3,24	0,86	10.315 €	90.058 €	18.847 €	26	13	95	48	174
LT	0,65	0,00	988 €	ns	13 €	0	0	0	0	5
LU	4,89	0,02	34.310 €	ns	9.394 €	2	0	7	0	7
LV	0,00	0,02	40 €	535 €	535 €	0	0	0	1	1
MT	0,09	0,98	3.853 €	10.220 €	9.321 €	0	0	2	3	4
NL	0,61	1,07	3.313 €	14.888 €	9.472 €	31	11	60	31	74
NO	0,80	0,76	8.291 €	41.232 €	20.128 €	44	6	59	51	90
PL	0,91	1,83	4.399 €	27.929 €	18.619 €	13	3	33	11	71
PT	0,29	0,10	901 €	12.100 €	3.189 €	3	1	14	7	28
RO	0,01	0,01	46 €	41 €	19 €	0	0	1	0	4
SK	0,00	0,87	1.791 €	80.161 €	0 €	0	0	0	2	2
SL	0,06	1,23	873 €	8.837 €	8.436 €	0	5	2	11	17
SV	0,79	0,88	4.946 €	11.812 €	6.227 €	43	6	92	49	119
UK	1,29	1,50	7.907 €	24.603 €	13.186 €	184	31	457	382	498
31 COUNTRIES	1,26	1,66	7.277 €	25.121 €	14.290 €	707	406	1.523	1.268	2.250
13 NMS - PL (*)	0,44	0,57	2.168 €	9.538 €	5.412 €	4	14	22	62	101

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	71 2009/10 Companies having E Share Plans Numbers	72 2009/10 Companies having %EO>1% Numbers	73 2009/10 Companies having %EO>6% Numbers	74 2009/10 Companies having %EO>20% Numbers	75 2009/10 Companies having %EO>50% Numbers	76 May 2010 Stock capitalization million €	77 2009/10 Employees Numbers	78 2009/10 Employee owners Numbers	79 2009/10 Employee owners in % of employees %	80 2009/10 Employees' stake %
AT	23	18	10	5	2	67,023 €	477,307	110,360	23,12	4,22
BE	46	20	10	5	4	153,118 €	581,655	97,887	16,83	2,31
BG	2	2	2	2	2	1,087 €	16,774	293	0,00	0,43
CH	129	73	29	10	2	731,586 €	1,560,400	314,072	20,13	2,80
CY	4	5	2	2	2	4,121 €	32,193	14,453	44,90	6,12
CZ	28	24	24	24	24	33,507 €	78,942	6,615	8,38	0,21
DA	62	25	4	3	0	122,475 €	419,640	70,584	16,82	0,84
DE	163	94	43	29	14	850,621 €	5,089,718	1,063,842	20,90	2,05
EE	2	1	0	0	0	1,212 €	14,157	11	0,00	0,29
ES	114	93	85	79	73	415,586 €	1,786,461	198,431	11,11	3,20
FI	63	30	6	2	0	132,731 €	565,489	140,472	24,84	1,49
FR	322	261	163	140	110	1,144,529 €	7,114,653	3,449,313	48,48	4,86
GR	32	18	15	9	2	46,228 €	313,873	42,218	13,45	3,11
HR	7	3	2	2	1	10,883 €	67,476	7,745	11,48	2,61
HU	16	12	9	8	8	20,349 €	101,445	8,730	8,61	1,72
IE	31	16	6	2	0	42,207 €	272,702	41,182	15,10	2,63
IS	2	0	0	0	0	1,150 €	11,235	430	3,83	0,40
IT	136	94	75	64	52	391,625 €	1,768,748	205,700	11,63	3,02
LT	0	1	1	0	0	2,411 €	13,645	17	0,00	0,28
LU	8	2	1	1	1	36,729 €	50,672	443	0,87	5,94
LV	1	0	0	0	0	542 €	3,969	270	6,80	0,02
MT	4	1	0	0	0	2,389 €	6,310	2,289	36,28	0,95
NL	72	39	13	9	5	303,049 €	1,854,874	340,488	18,36	1,75
NO	77	34	15	10	3	173,153 €	399,134	86,091	21,57	1,64
PL	47	34	25	13	5	111,868 €	575,987	93,223	16,18	2,56
PT	15	8	3	3	0	57,868 €	279,098	21,331	7,64	0,70
RO	1	0	0	0	0	8,185 €	66,872	76	0,00	0,02
SK	3	2	2	2	2	2,420 €	12,585	303	2,41	0,84
SL	13	10	9	5	4	6,922 €	81,099	8,506	10,49	1,51
SV	104	50	13	4	2	307,221 €	1,280,456	495,378	38,69	1,59
UK	495	327	130	78	47	1,862,476 €	7,515,952	2,449,854	32,60	2,68
31 COUNTRIES	2,022	1,297	697	511	365	7,045,070 €	32,413,522	9,270,606	28,60	2,84
13 NMS - PL (*)	81	61	51	45	43	93,826 €	495,467	49,307	9,95	1,19

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	81 2009/10 Capitalization held by employees million €	82 2009/10 Top Executives' stake %	83 2009/10 Common employees' stake %	84 2009/10 Capitalization by employee €	85 2009/10 Capitalization by employee owner €	86 2009/10 Capitalization by common employee owner €	87 In 2008/9 Companies having new share plans Numbers	88 2008/9 Companies having %EO published Numbers	89 2008/9 Companies having Stock Options Numbers	90 2008/9 Companies having broad based plans Numbers
AT	2.826 €	1,71	2,50	5.921 €	25.607 €	15.200 €	9	8	12	17
BE	3.532 €	1,12	1,19	6.072 €	36.078 €	18.596 €	24	7	42	15
BG	5 €	0,15	0,28	276 €	15.766 €	10.366 €	0	0	0	2
CH	20.455 €	1,09	1,71	13.109 €	65.127 €	39.732 €	55	13	90	60
CY	252 €	2,07	4,04	7.831 €	17.443 €	11.526 €	1	2	4	3
CZ	71 €	0,06	0,15	899 €	10.728 €	7.660 €	2	0	0	25
DA	1.024 €	0,13	0,70	2.440 €	14.508 €	12.204 €	33	9	53	37
DE	17.396 €	0,93	1,12	3.418 €	16.352 €	8.928 €	65	15	125	83
EE	3 €	0,29	0,00	247 €	ns	0 €	0	0	2	0
ES	13.280 €	1,76	1,43	7.434 €	66.926 €	30.005 €	18	6	32	80
FI	1.977 €	0,38	1,11	3.497 €	14.077 €	10.454 €	28	1	51	23
FR	55.646 €	1,20	3,66	7.821 €	16.132 €	12.144 €	150	260	209	277
GR	1.438 €	2,49	0,62	4.581 €	34.061 €	6.805 €	11	0	28	8
HR	279 €	1,35	1,26	4.135 €	36.023 €	17.411 €	2	0	3	3
HU	351 €	0,67	1,05	3.457 €	40.173 €	24.442 €	1	8	5	13
IE	1.111 €	1,38	1,25	4.073 €	26.971 €	12.834 €	12	3	31	20
IS	5 €	0,21	0,19	408 €	10.651 €	5.166 €	2	0	2	0
IT	11.841 €	2,07	0,95	6.694 €	57.563 €	18.113 €	27	15	95	48
LT	7 €	0,28	0,00	487 €	ns	11 €	0	0	0	0
LU	2.183 €	5,92	0,03	43.082 €	ns	22.255 €	1	0	6	0
LV	0 €	0,00	0,02	29 €	421 €	421 €	0	0	0	1
MT	23 €	0,06	0,89	3.591 €	9.899 €	9.283 €	0	0	2	3
NL	5.307 €	0,63	1,12	2.861 €	15.585 €	9.956 €	35	11	60	31
NO	2.841 €	0,93	0,71	7.118 €	33.002 €	14.339 €	42	5	59	48
PL	2.862 €	1,54	1,02	4.970 €	30.705 €	12.211 €	16	2	32	10
PT	405 €	0,55	0,15	1.450 €	18.971 €	3.936 €	6	1	14	7
RO	2 €	0,02	0,00	23 €	20.264 €	3.074 €	0	0	1	0
SK	20 €	0,00	0,84	1.606 €	66.749 €	0 €	0	0	0	2
SL	104 €	0,08	1,42	1.285 €	12.255 €	11.582 €	1	5	2	11
SV	4.885 €	0,72	0,87	3.815 €	9.862 €	5.380 €	51	7	89	49
UK	49.944 €	1,23	1,45	6.645 €	20.387 €	10.999 €	177	32	456	375
31 COUNTRIES	200.073 €	1,19	1,65	6.173 €	21.581 €	12.552 €	769	410	1.508	1.251
13 NMS - PL (*)	1.116 €	0,43	0,76	2.253 €	22.639 €	14.376 €	7	15	22	63

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	91 2008/9 Companies having EOwnership Numbers	92 2008/9 Companies having E Share Plans Numbers	93 2008/9 Companies having %EO>1% Numbers	94 2008/9 Companies having %EO>6% Numbers	95 2008/9 Companies having %EO>20% Numbers	96 2008/9 Companies having %EO>50% Numbers	97 May 2009 Stock capitalization million €	98 2008/9 Employees Numbers	99 2008/9 Employee owners Numbers	100 2008/9 Employee owners in % of employees %
AT	29	23	18	10	5	1	54,576 €	497,776	106,770	21,45
BE	43	46	19	11	6	4	113,439 €	618,241	108,789	17,60
BG	7	2	2	2	2	2	1,190 €	15,541	298	0,00
CH	150	126	70	28	10	2	567,292 €	1,603,041	331,026	20,65
CY	5	4	5	2	2	2	4,868 €	34,515	14,464	41,91
CZ	28	28	24	24	24	24	29,401 €	75,715	6,670	8,81
DA	68	62	28	4	3	0	89,392 €	442,392	73,538	16,62
DE	180	158	97	47	30	15	691,038 €	5,165,107	1,032,353	19,99
EE	4	2	2	0	0	0	660 €	16,286	11	0,00
ES	155	112	97	86	81	73	422,911 €	1,775,198	183,767	10,35
FI	64	62	36	5	2	0	122,040 €	610,292	170,360	27,91
FR	318	320	261	166	144	109	1,000,088 €	7,190,271	3,158,641	43,93
GR	39	31	19	15	10	4	58,892 €	307,478	44,996	14,63
HR	7	7	3	2	2	1	8,745 €	68,085	7,835	11,51
HU	17	16	12	9	8	8	13,244 €	84,639	8,612	10,18
IE	32	31	18	7	3	0	33,213 €	295,984	42,157	14,24
IS	3	2	1	1	0	0	757 €	10,536	480	4,56
IT	174	136	98	74	66	52	353,783 €	1,731,293	210,870	12,18
LT	5	0	1	1	0	0	1,391 €	14,300	20	0,00
LU	7	7	3	2	2	2	22,739 €	52,402	472	0,90
LV	1	1	0	0	0	0	479 €	4,561	300	6,58
MT	4	4	1	0	0	0	1,842 €	6,926	2,289	33,06
NL	71	72	40	13	9	6	218,622 €	1,986,559	328,803	16,55
NO	89	76	42	16	10	3	125,825 €	385,943	81,501	21,12
PL	71	46	32	25	14	6	74,977 €	561,987	65,688	11,29
PT	28	15	9	3	3	0	58,602 €	276,037	23,174	8,40
RO	4	1	0	0	0	0	5,639 €	71,470	37	0,00
SK	2	3	2	2	2	2	1,897 €	13,357	426	3,19
SL	17	13	10	9	6	5	7,604 €	83,127	8,930	10,74
SV	119	102	53	14	4	1	202,828 €	1,336,820	490,998	36,73
UK	497	492	355	136	82	47	1,426,207 €	7,667,448	2,406,709	31,39
31 COUNTRIES	2,238	2,000	1,358	714	530	369	5,714,181 €	33,023,327	8,910,984	26,98
13 NMS - PL (*)	101	81	62	51	46	44	76,959 €	488,522	49,892	10,21

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	101 2008/9 Employees' stake %	102 2008/9 Capitalization held by employees million €	103 2008/9 Top Executives' stake %	104 2008/9 Common employees' stake %	105 2008/9 Capitalization by employee owner €	106 2008/9 Capitalization by employee owner €	107 2008/9 Capitalization by common employee owner €	108 in 2007/8 Companies having new share plans Numbers	109 2007/8 Companies having %EO published Numbers	110 2007/8 Companies having Stock Options Numbers
AT	3,83	2.089 €	1,34	2,49	4.197 €	19.567 €	12.706 €	4	9	12
BE	2,28	2.583 €	1,04	1,24	4.178 €	23.742 €	12.879 €	28	7	41
BG	0,38	4 €	0,12	0,26	288 €	15.024 €	10.201 €	0	0	0
CH	2,23	12.666 €	0,82	1,41	7.901 €	38.262 €	24.140 €	39	10	90
CY	5,94	289 €	2,60	3,34	8.372 €	19.978 €	11.235 €	1	2	4
CZ	0,22	64 €	0,06	0,16	842 €	9.559 €	7.084 €	2	0	3
DA	0,87	774 €	0,13	0,73	1.749 €	10.521 €	8.914 €	34	10	51
DE	2,16	14.941 €	0,95	1,22	2.893 €	14.473 €	8.144 €	66	15	123
EE	0,48	3 €	0,48	0,00	196 €	ns	0 €	2	0	2
ES	3,31	14.010 €	1,79	1,52	7.892 €	76.237 €	35.035 €	19	8	30
FI	1,84	2.242 €	0,43	1,40	3.673 €	13.158 €	10.062 €	30	1	51
FR	5,02	50.167 €	1,30	3,72	6.977 €	15.883 €	11.773 €	160	257	207
GR	2,97	1.751 €	2,43	0,54	5.696 €	38.920 €	7.058 €	12	0	26
HR	2,83	248 €	1,58	1,25	3.636 €	31.592 €	13.948 €	2	0	3
HU	2,04	271 €	0,73	1,31	3.198 €	31.433 €	20.220 €	1	9	5
IE	2,83	939 €	1,55	1,28	3.173 €	22.278 €	10.063 €	16	2	31
IS	3,11	24 €	2,83	0,28	2.236 €	49.086 €	4.404 €	3	0	2
IT	2,82	9.979 €	1,83	0,99	5.764 €	47.321 €	16.652 €	33	13	92
LT	0,25	3 €	0,25	0,00	240 €	ns	0 €	0	0	0
LU	1,27	288 €	1,23	0,03	5.496 €	ns	16.758 €	1	0	5
LV	0,03	0 €	0,00	0,03	30 €	456 €	456 €	0	0	0
MT	0,73	13 €	0,03	0,70	1.931 €	5.842 €	5.614 €	1	0	2
NL	1,69	3.704 €	0,55	1,14	1.864 €	11.265 €	7.607 €	37	12	59
NO	1,38	1.739 €	0,83	0,55	4.505 €	21.332 €	8.456 €	36	5	54
PL	2,97	2.228 €	1,45	1,53	3.829 €	33.924 €	17.408 €	16	1	29
PT	0,86	502 €	0,63	0,23	1.817 €	21.649 €	5.741 €	5	1	12
RO	0,02	1 €	0,01	0,00	13 €	25.174 €	4.734 €	0	0	1
SK	1,07	20 €	0,00	1,07	1.513 €	47.442 €	0 €	0	0	0
SL	3,88	295 €	0,09	3,79	3.548 €	33.029 €	32.263 €	2	5	2
SV	1,40	2.849 €	0,49	0,92	2.131 €	5.802 €	3.788 €	57	5	85
UK	2,87	40.991 €	1,23	1,64	5.346 €	17.032 €	9.730 €	234	38	450
31 COUNTRIES	2,90	165.675 €	1,15	1,75	5.017 €	18.592 €	11.219 €	841	410	1.472
13 NMS - PL (*)	1,57	1.212 €	0,51	1,06	2.480 €	24.285 €	16.389 €	11	16	22

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	111 2007/8 Companies having broad based plans	112 2007/8 Companies having EOwnership	113 2007/8 Companies having E Share Plans	114 2007/8 Companies having %EO>1%	115 2007/8 Companies having %EO>6%	116 2007/8 Companies having %EO>20%	117 2007/8 Companies having %EO>50%	118 May 2008 Stock capitalization million €	119 2007/8 Employees	120 2007/8 Employee owners Numbers
AT	17	24	22	18	9	5	2	104.800 €	460.048	107.877
BE	15	41	45	23	11	6	4	196.893 €	611.379	124.942
BG	2	3	2	2	2	2	2	3.139 €	14.912	304
CH	60	140	123	73	26	10	1	722.027 €	1.545.500	321.648
CY	3	4	4	4	2	1	0	11.214 €	25.609	9.648
CZ	25	25	28	24	24	24	24	52.167 €	79.068	6.846
DA	36	63	60	30	5	2	0	143.934 €	411.744	65.422
DE	79	172	153	92	48	28	16	1.113.565 €	4.954.902	1.004.228
EE	0	4	2	2	0	0	0	1.532 €	15.317	11
ES	80	143	109	100	87	81	73	620.539 €	1.674.803	186.477
FI	22	64	59	36	5	2	0	214.581 €	585.039	166.077
FR	275	309	317	258	164	141	110	1.478.354 €	6.887.058	2.967.598
GR	7	38	29	19	13	10	3	114.922 €	297.515	46.204
HR	3	8	7	3	3	2	1	12.129 €	65.289	17.364
HU	13	17	16	12	9	8	8	26.188 €	84.819	9.039
IE	20	32	31	21	7	3	0	74.514 €	291.393	46.237
IS	0	3	2	2	1	0	0	1.166 €	9.106	652
IT	47	153	132	99	74	65	55	495.320 €	1.662.743	204.887
LT	0	4	0	1	1	0	0	3.387 €	14.837	25
LU	0	6	6	3	3	2	2	47.252 €	51.562	388
LV	1	1	1	0	0	0	0	1.027 €	4.139	300
MT	3	4	4	1	0	0	0	2.945 €	6.514	2.203
NL	30	72	72	42	14	9	6	437.658 €	1.918.088	335.316
NO	45	81	71	43	18	8	2	217.564 €	369.970	74.738
PL	8	45	39	27	23	13	6	132.234 €	528.735	9.661
PT	6	22	13	11	4	1	0	80.527 €	244.442	23.035
RO	0	3	1	0	0	0	0	15.939 €	64.512	13
SK	2	2	3	2	2	2	2	3.267 €	13.602	762
SL	11	18	11	9	9	6	6	14.059 €	79.945	9.009
SV	47	115	96	55	15	6	2	318.544 €	1.296.939	485.247
UK	361	489	484	351	134	82	46	2.097.228 €	7.416.872	2.401.496
31 COUNTRIES	1.218	2.105	1.942	1.363	713	519	371	8.758.614 €	31.686.401	8.627.654
13 NMS - PL (*)	63	93	79	60	52	45	43	146.994 €	468.563	55.524

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	121 2007/8 Employee owners in % of employees	122 2007/8 Employees' stake %	123 2007/8 Capitalization held by employees million €	124 2007/8 Top Executives' stake %	125 2007/8 Common employees' stake %	126 2007/8 Capitalization by employee €	127 2007/8 Capitalization by employee owner €	128 2007/8 Capitalization by common employee owner €	129 in 2006/7 Companies having new share plans Numbers	130 2006/7 Companies having %EO published Numbers
AT	23,45	3,55	3.721 €	0,79	2,76	8.088 €	34.493 €	26.795 €	9	11
BE	20,44	2,28	4.489 €	0,69	1,59	7.343 €	35.932 €	25.105 €	15	7
BG	0,00	0,30	9 €	0,20	0,10	626 €	30.729 €	10.000 €	0	1
CH	20,81	2,50	18.039 €	1,02	1,48	11.672 €	56.082 €	33.205 €	32	10
CY	37,67	6,50	729 €	2,40	4,10	28.466 €	75.558 €	47.688 €	1	1
CZ	8,66	0,13	68 €	0,02	0,11	860 €	9.929 €	8.158 €	2	0
DA	15,89	0,95	1.362 €	0,26	0,68	3.307 €	20.815 €	14.998 €	26	11
DE	20,27	2,05	22.863 €	0,89	1,17	4.614 €	22.767 €	12.937 €	45	16
EE	0,00	0,40	6 €	0,40	0,00	397 €	ns	0 €	0	0
ES	11,13	2,91	18.061 €	1,74	1,17	10.784 €	96.855 €	39.021 €	17	11
FI	28,39	1,86	4.001 €	0,38	1,49	6.838 €	24.088 €	19.206 €	26	2
FR	43,09	4,70	69.509 €	1,22	3,48	10.093 €	23.423 €	17.349 €	112	261
GR	15,53	2,49	2.859 €	1,93	0,56	9.609 €	61.876 €	13.962 €	9	0
HR	26,60	3,63	440 €	1,23	2,40	6.738 €	25.335 €	16.744 €	1	0
HU	10,86	1,76	460 €	0,75	1,00	5.424 €	50.893 €	29.100 €	3	9
IE	15,87	3,30	2.462 €	1,65	1,65	8.448 €	53.242 €	26.586 €	11	2
IS	7,16	2,79	33 €	2,20	0,59	3.578 €	49.967 €	10.564 €	2	1
IT	12,32	2,62	12.996 €	1,84	0,78	7.816 €	63.432 €	18.871 €	42	13
LT	0,00	0,26	9 €	0,26	0,00	585 €	ns	0 €	0	0
LU	0,75	0,96	452 €	0,90	0,05	8.771 €	ns	64.676 €	2	0
LV	7,25	0,04	0 €	0,00	0,04	90 €	1.237 €	1.237 €	0	0
MT	33,82	0,75	22 €	0,01	0,74	3.369 €	9.960 €	9.885 €	1	0
NL	17,48	1,86	8.119 €	0,59	1,26	4.233 €	24.214 €	16.491 €	25	15
NO	20,20	1,71	3.715 €	1,12	0,59	10.043 €	49.713 €	17.110 €	25	5
PL	1,83	2,64	3.492 €	1,76	0,88	6.604 €	361.448 €	119.868 €	14	1
PT	9,42	1,34	1.076 €	0,88	0,46	4.403 €	46.724 €	16.025 €	3	1
RO	0,00	0,02	3 €	0,01	0,00	43 €	212.546 €	35.277 €	1	0
SK	5,60	0,59	19 €	0,00	0,59	1.429 €	25.503 €	0 €	0	0
SL	11,27	3,31	465 €	0,09	3,22	5.814 €	51.589 €	50.190 €	0	5
SV	37,41	1,61	5.138 €	0,72	0,89	3.961 €	10.588 €	5.842 €	33	4
UK	32,38	2,79	58.552 €	1,28	1,51	7.894 €	24.381 €	13.183 €	182	40
31 COUNTRIES	27,23	2,78	243.170 €	1,15	1,63	7.674 €	28.185 €	16.552 €	639	427
13 NMS - PL (*)	11,85	1,52	2.230 €	0,45	1,07	4.760 €	40.168 €	28.221 €	9	16

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	131 2006/7 Companies having Stock Options Numbers	132 2006/7 Companies having broad based plans Numbers	133 2006/7 Companies having EOwnership Numbers	134 2006/7 Companies having E Share Plans Numbers	135 2006/7 Companies having %EO>1% Numbers	136 2006/7 Companies having %EO>6% Numbers	137 2006/7 Companies having %EO>20% Numbers	138 2006/7 Companies having %EO>50% Numbers	139 May 2007 Stock capitalization million €	140 2006/7 Employees Numbers
AT	13	16	25	22	18	8	5	2	118.419 €	413.330
BE	40	14	39	43	21	11	8	4	235.373 €	584.595
BG	0	2	3	2	2	2	2	2	3.125 €	13.080
CH	89	59	138	119	68	26	10	2	877.345 €	1.464.716
CY	3	3	4	4	4	2	1	0	15.224 €	23.152
CZ	2	25	25	27	24	24	24	24	40.501 €	83.719
DA	48	30	57	55	31	4	2	0	151.357 €	383.391
DE	118	71	162	147	95	50	29	17	1.222.295 €	4.913.390
EE	0	0	3	0	2	0	0	0	2.473 €	12.575
ES	28	78	140	105	95	85	79	71	689.588 €	1.522.745
FI	50	21	63	56	38	5	3	1	215.991 €	518.479
FR	204	270	302	312	249	162	139	108	1.760.136 €	6.500.817
GR	24	6	35	26	17	14	9	3	120.018 €	243.207
HR	3	2	6	6	2	2	2	1	22.300 €	66.256
HU	5	13	17	16	12	9	8	8	29.728 €	81.108
IE	30	18	31	30	19	8	3	0	109.006 €	274.806
IS	2	0	3	2	2	1	0	0	1.171 €	9.130
IT	89	45	148	127	99	77	68	58	613.622 €	1.508.800
LT	0	0	4	0	1	1	0	0	3.190 €	14.897
LU	4	0	5	4	3	3	2	2	46.119 €	49.264
LV	0	1	1	1	0	0	0	0	1.302 €	4.310
MT	2	3	4	4	2	0	0	0	3.393 €	5.773
NL	57	30	71	70	38	15	9	6	473.043 €	1.830.531
NO	47	41	76	64	43	20	8	4	210.989 €	346.160
PL	24	7	36	29	28	22	12	7	144.951 €	471.084
PT	12	6	22	12	11	5	1	0	90.694 €	223.566
RO	1	0	3	1	0	0	0	0	18.347 €	69.421
SK	0	2	2	3	2	2	2	2	2.883 €	12.226
SL	1	11	17	9	10	9	5	5	14.454 €	73.826
SV	78	42	113	88	56	17	5	3	378.669 €	1.200.576
UK	441	348	482	475	341	136	85	50	2.694.425 €	6.992.273
31 COUNTRIES	1.415	1.164	2.037	1.859	1.333	720	521	380	10.310.130 €	29.911.203
13 NMS - PL (*)	17	62	89	73	61	51	44	42	156.919 €	460.343

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	141 2006/7 Employee owners Numbers	142 2006/7 Employee owners in % of employees	143 2006/7 Employees' stake %	144 2006/7 Capitalization held by employees million €	145 2006/7 Top Executives' stake %	146 2006/7 Common employees' stake %	147 2006/7 Capitalization by employee owner €	148 2006/7 Capitalization by employee owner €	149 2006/7 Capitalization by common employee owner €	150 2005/6 Companies having %EO published Numbers
AT	108.907	26,35	2,87	3.398 €	0,65	2,22	8.221 €	31.202 €	24.140 €	10
BE	114.590	19,60	2,28	5.370 €	0,59	1,69	9.186 €	46.861 €	34.675 €	6
BG	298	0,00	0,19	6 €	0,02	0,17	444 €	19.499 €	17.810 €	1
CH	303.261	20,70	2,52	22.152 €	0,79	1,73	15.124 €	73.045 €	50.093 €	9
CY	9.200	39,74	6,20	944 €	1,75	4,45	40.791 €	102.654 €	73.624 €	2
CZ	6.960	8,31	0,11	45 €	0,01	0,10	532 €	6.403 €	6.030 €	0
DA	48.803	12,73	0,97	1.474 €	0,25	0,73	3.845 €	30.208 €	22.564 €	11
DE	1.050.243	21,38	1,87	22.830 €	0,79	1,07	4.647 €	21.738 €	12.500 €	14
EE	20	0,00	1,98	49 €	1,78	0,21	3.898 €	ns	254.885 €	0
ES	127.294	8,36	2,76	19.031 €	1,74	1,02	12.498 €	149.505 €	55.234 €	20
FI	146.627	28,28	1,51	3.267 €	0,26	1,25	6.301 €	22.282 €	18.466 €	1
FR	2.658.766	40,90	4,69	82.601 €	1,13	3,57	12.706 €	31.068 €	23.613 €	250
GR	42.209	17,36	2,96	3.553 €	2,48	0,48	14.610 €	84.180 €	13.569 €	0
HR	1.202	1,81	1,14	255 €	0,87	0,27	3.847 €	212.112 €	50.886 €	0
HU	8.878	10,95	1,80	534 €	0,97	0,82	6.588 €	60.182 €	27.601 €	10
IE	48.150	17,52	3,32	3.619 €	1,99	1,33	13.170 €	75.167 €	30.105 €	2
IS	809	8,86	3,73	44 €	2,82	0,91	4.777 €	53.914 €	13.100 €	0
IT	184.196	12,21	2,86	17.536 €	2,16	0,69	11.623 €	95.204 €	23.139 €	13
LT	16	0,00	0,24	8 €	0,24	0,00	523 €	ns	0 €	0
LU	600	1,22	0,99	455 €	0,92	0,07	9.239 €	ns	50.379 €	0
LV	400	9,28	0,05	1 €	0,00	0,05	160 €	1.725 €	1.725 €	0
MT	3.182	55,12	1,19	40 €	0,03	1,17	7.013 €	12.723 €	12.429 €	0
NL	357.453	19,53	1,87	8.865 €	0,76	1,11	4.843 €	24.800 €	14.729 €	12
NO	73.613	21,27	1,47	3.093 €	0,79	0,68	8.936 €	42.020 €	19.425 €	6
PL	39.156	8,31	2,61	3.790 €	1,81	0,81	8.046 €	96.792 €	29.861 €	2
PT	23.254	10,40	1,31	1.185 €	0,57	0,73	5.300 €	50.957 €	28.634 €	2
RO	18	0,00	0,02	4 €	0,02	0,00	58 €	222.648 €	-822 €	0
SK	762	6,23	0,67	19 €	0,00	0,67	1.589 €	25.503 €	0 €	0
SL	9.656	13,08	2,08	301 €	0,42	1,67	4.074 €	31.148 €	24.931 €	5
SV	426.609	35,53	1,64	6.223 €	0,85	0,79	5.183 €	14.586 €	7.037 €	3
UK	2.269.961	32,46	2,45	66.148 €	1,12	1,33	9.460 €	29.140 €	15.811 €	37
31 COUNTRIES	8.065.094	26,96	2,69	276.841 €	1,10	1,59	9.255 €	34.326 €	20.288 €	416
13 NMS - PL (*)	40.592	8,82	1,41	2.206 €	0,55	0,85	4.792 €	54.350 €	32.920 €	18

(*) "New" Member States

Data on employee ownership in European countries
(31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	151 2005/6 Companies having Stock Options	152 2005/6 Companies having broad based plans	153 2005/6 Companies having EOwnership	154 2005/6 Companies having E Share Plans	155 2005/6 Companies having %EO>1%	156 2005/6 Companies having %EO>6%	157 2005/6 Companies having %EO>20%	158 2005/6 Companies having %EO>50%	159 May 2006 Stock capitalization	160 2005/6 Employees	161 2005/6 Employees' stake	162 2005/6 EO held cap million €	163 2005/6 Capitalization by employee
AT	Numbers 13	Numbers 12	Numbers 21	Numbers 19	Numbers 12	Numbers 7	Numbers 4	Numbers 2	million € 74,654 €	Numbers 331,696		million € 1,294 €	€ 3,900 €
BE	39	12	37	42	19	10	9	4	191,497 €	550,317	2,10	4,024 €	7,313 €
BG	0	2	3	2	2	2	2	2	1,990 €	11,816	0,26	5 €	430 €
CH	85	50	139	114	56	24	9	2	780,295 €	1,324,543	2,28	17,811 €	13,447 €
CY	3	3	3	4	3	2	1	0	6,352 €	18,856	3,20	204 €	10,794 €
CZ	2	25	24	27	24	24	24	24	34,680 €	88,775	0,12	42 €	470 €
DA	43	28	54	51	23	4	2	0	119,232 €	321,952	0,80	955 €	2,966 €
DE	106	66	152	136	76	39	22	12	961,256 €	4,557,247	1,42	13,674 €	3,000 €
EE	0	0	3	0	1	0	0	0	1,441 €	7,991	0,46	7 €	838 €
ES	24	75	130	97	91	82	76	71	550,772 €	1,377,108	2,51	13,804 €	10,024 €
FI	48	14	61	53	34	6	3	2	184,809 €	500,746	1,41	2,598 €	5,188 €
FR	200	251	283	307	238	151	125	97	1,415,694 €	6,101,184	4,39	62,179 €	10,191 €
GR	23	6	30	24	16	12	6	2	102,564 €	228,409	2,13	2,187 €	9,577 €
HR	4	2	6	6	2	2	2	1	14,027 €	65,844	1,29	181 €	2,752 €
HU	4	11	17	16	11	9	9	8	27,144 €	67,438	1,88	511 €	7,576 €
IE	29	18	30	29	15	8	4	0	89,455 €	243,998	2,72	2,434 €	9,977 €
IS	2	0	2	2	2	1	0	0	876 €	6,736	3,36	29 €	4,362 €
IT	80	44	145	116	97	79	67	55	552,526 €	1,415,444	3,24	17,892 €	12,640 €
LT	0	0	3	0	1	1	1	0	2,957 €	14,995	0,89	20 €	1,361 €
LU	3	0	6	3	3	3	2	2	41,479 €	44,503	0,69	285 €	6,405 €
LV	0	0	1	1	0	0	0	0	1,161 €	4,608	0,08	1 €	200 €
MT	2	3	4	4	2	0	0	0	3,034 €	5,920	1,42	43 €	7,270 €
NL	54	28	67	64	30	16	8	6	377,186 €	1,746,345	1,54	5,813 €	3,329 €
NO	42	37	73	59	35	17	9	3	195,147 €	288,246	1,30	2,543 €	8,821 €
PL	17	7	29	21	22	17	9	7	114,182 €	457,273	2,06	2,357 €	5,154 €
PT	12	6	19	12	9	5	1	0	69,402 €	220,343	0,91	634 €	2,879 €
RO	0	0	3	0	0	0	0	0	15,485 €	76,483	0,02	3 €	45 €
SK	0	2	2	3	2	2	2	2	2,683 €	13,130	0,74	20 €	1,506 €
SL	1	10	16	9	9	9	6	5	9,126 €	67,744	2,64	241 €	3,553 €
SV	75	39	104	86	49	16	4	2	321,362 €	1,153,988	1,23	3,954 €	3,426 €
UK	429	342	473	459	315	138	85	47	2,294,533 €	6,782,443	2,37	54,436 €	8,026 €
31 COUNTRIES	1,340	1,093	1,940	1,766	1,199	686	492	356	8,557,002 €	28,096,119	2,46	210,182 €	7,481 €
13 NMS - PL (*)	16	58	85	72	57	51	47	42	120,080 €	443,600	1,06	1,277 €	2,880 €

(*) "New" Member States

Data on employee ownership in European countries (31 countries - 2,483 largest European companies - 34,6 million employees)

Countries	164 2012/13 Listed companies Numbers	165 2012/13 Listed companies Average date of first Empl. Share Plan Year	166 2012/13 Listed companies Companies having published %EO Numbers	167 2012/13 Listed companies Companies having Stock Options Numbers	168 2012/13 Listed companies Companies having broad based plans Numbers	169 2012/13 Listed companies Companies having EOwnership Numbers	170 2012/13 Listed companies Companies having E Share Plans Numbers	171 2012/13 Listed companies Companies having %EO>1% Numbers	172 2012/13 Listed companies Companies having %EO>6% Numbers	173 2012/13 Listed companies Companies having %EO>20% Numbers
AT	40	2.002	7	12	18	33	24	19	10	6
BE	53	1.999	3	42	16	48	47	21	10	5
BG	7	ns	0	0	0	6	0	0	0	0
CH	157	2.001	11	91	62	153	137	84	23	11
CY	5	2.000	1	4	4	5	4	4	2	2
CZ	6	2.006	0	4	4	4	5	0	0	0
DA	72	2.002	4	55	38	70	63	23	4	3
DE	220	2.000	8	128	81	181	165	81	36	23
EE	6	2.008	0	2	0	6	3	2	1	0
ES	99	2.004	2	36	15	91	51	31	24	14
FI	65	2.002	1	51	26	65	64	27	4	2
FR	248	1.996	175	211	203	235	238	181	83	51
GR	53	2.003	0	29	8	41	32	22	17	12
HR	12	2.004	0	3	3	6	8	3	1	1
HU	9	1.998	5	5	4	7	8	3	1	0
IE	31	1.995	0	30	19	31	30	17	4	1
IS	5	2.006	0	3	0	5	5	2	0	0
IT	153	2.003	1	97	16	138	105	56	35	25
LT	7	ns	0	0	0	3	0	1	1	1
LU	10	2.005	0	8	0	8	9	3	3	2
LV	3	2.002	0	0	1	2	1	0	0	0
MT	5	1.998	0	2	3	4	4	1	0	0
NL	77	1.999	8	63	27	75	74	37	8	4
NO	99	2.003	4	63	55	93	84	38	10	5
PL	94	2.006	1	40	12	70	53	28	19	9
PT	31	2.002	1	14	7	27	16	8	4	3
RO	10	2.009	0	1	2	7	3	0	0	0
SK	6	2.002	0	0	0	1	1	0	0	0
SL	15	1.998	2	1	5	12	8	4	1	0
SV	123	2.001	6	94	52	122	109	49	10	5
UK	474	1.996	5	463	369	470	471	316	84	39
31 COUNTRIES	2,195	1,999	245	1,552	1,046	2,019	1,822	1,061	395	224
13 NMS - PL (*)	91	2.002	8	22	22	63	45	18	7	4

(*) "New" Member States except Poland

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	174 2012/13 Listed companies Companies having %EO>50% Numbers	175 2012/13 Listed companies Employees Numbers	176 2012/13 Listed companies Employee owners Numbers	177 2012/13 Listed companies Employee owners in % of employees %	178 2011/12 Listed companies Companies having published %EO Numbers	179 2011/12 Listed companies Companies having Stock Options Numbers	180 2011/12 Listed companies Companies having broad based plans Numbers	181 2011/12 Listed companies Companies having EOwnership Numbers	182 2011/12 Listed companies Companies having E Share Plans Numbers	183 2011/12 Listed companies Companies having %EO>1% Numbers
AT	2	338.708	112.035	33,1	7	12	18	30	24	20
BE	4	554.020	51.627	9,3	5	42	15	45	46	20
BG	0	0	0	0,0	0	0	0	5	0	0
CH	3	1.751.767	302.016	17,2	12	91	61	153	135	80
CY	2	23.011	4.525	19,7	2	4	3	5	4	4
CZ	0	62.926	3.217	5,1	0	0	4	1	5	0
DA	1	403.385	72.918	18,1	4	54	38	69	63	23
DE	7	5.183.591	904.119	17,4	9	128	80	184	165	83
EE	0	9.623	28	0,3	0	2	0	4	2	2
ES	6	1.524.703	176.696	11,6	5	35	15	88	47	31
FI	0	561.040	121.769	21,7	1	51	24	64	63	27
FR	24	7.487.744	3.532.326	47,2	175	210	202	236	238	178
GR	3	218.713	15.211	7,0	0	29	8	39	32	22
HR	1	46.418	7.325	15,8	0	3	3	7	7	2
HU	0	95.611	7.790	8,1	4	5	4	8	8	3
IE	0	260.819	33.771	12,9	0	30	19	31	30	17
IS	0	11.931	487	4,1	0	3	0	4	4	2
IT	18	1.554.127	125.194	8,1	1	97	16	140	104	56
LT	0	0	0	0,0	0	0	0	5	0	1
LU	2	38.931	943	2,4	0	8	0	7	9	3
LV	0	800	170	21,3	0	0	1	1	1	0
MT	0	4.121	2.182	53,0	0	2	3	4	4	2
NL	1	1.812.404	360.653	19,9	8	63	27	71	72	35
NO	1	386.562	67.474	17,5	4	63	54	93	84	35
PL	0	351.040	108.026	30,8	1	40	12	74	53	31
PT	0	258.712	20.003	7,7	1	14	7	28	15	7
RO	0	37.531	38.850	103,5	0	1	2	5	3	0
SK	0	3.585	0	0,0	0	0	0	0	1	0
SL	0	24.309	4.178	17,2	2	1	5	11	8	4
SV	1	1.430.749	585.628	40,9	5	93	50	120	107	48
UK	9	7.717.422	2.338.887	30,3	10	462	368	468	470	295
31 COUNTRIES	85	32.154.302	8.998.047	28,0	256	1.547	1.036	2.004	1.804	1.031
13 NMS - PL (*)	3	307.935	68.265	22,2	8	22	22	60	43	18

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	184 2011/12 Listed companies Companies having %EO>6% Numbers	185 2011/12 Listed companies Companies having %EO>20% Numbers	186 2011/12 Listed companies Companies having %EO>50% Numbers	187 2011/12 Listed companies Employees Numbers	188 2011/12 Listed companies Employee owners Numbers	189 2011/12 Listed companies Employee owners in % of employees %	190 2010/11 Listed companies Companies having published %EO Numbers	191 2010/11 Listed companies Companies having Stock Options Numbers	192 2010/11 Listed companies Companies having broad based plans Numbers	193 2010/11 Listed companies Companies having EOwnership Numbers
AT	10	5	1	339.989	114.391	33,6	6	12	17	29
BE	10	5	4	578.588	57.884	10,0	5	42	15	44
BG	0	0	0	0	0	0,0	0	0	0	5
CH	25	11	3	1.709.999	303.971	17,8	13	91	61	153
CY	2	2	2	24.967	4.532	18,2	2	4	3	5
CZ	0	0	0	64.030	3.223	5,0	0	0	3	4
DA	4	3	1	400.681	73.057	18,2	5	54	38	69
DE	35	23	7	5.056.023	942.242	18,6	9	128	79	182
EE	1	0	0	9.444	28	0,3	0	2	0	4
ES	22	13	6	1.665.581	178.123	10,7	5	35	12	87
FI	4	2	0	593.686	131.380	22,1	1	51	24	64
FR	76	52	24	7.257.626	3.463.539	47,7	173	210	202	235
GR	17	12	3	222.511	15.735	7,1	0	29	8	39
HR	1	1	1	47.345	7.585	16,0	0	3	3	7
HU	1	0	0	93.561	7.659	8,2	3	5	4	9
IE	4	1	0	255.431	35.015	13,7	2	30	19	31
IS	0	0	0	11.329	396	3,5	0	3	0	3
IT	37	28	20	1.541.439	139.521	9,1	2	97	15	138
LT	1	1	0	0	0	0,0	0	0	0	5
LU	3	2	2	39.782	850	2,1	0	8	0	7
LV	0	0	0	800	200	25,0	0	0	1	1
MT	0	0	0	4.286	2.282	53,2	0	2	3	4
NL	8	4	1	1.837.409	380.744	20,7	8	63	27	70
NO	10	7	1	387.103	70.827	18,3	5	60	52	91
PL	22	10	2	365.714	115.904	31,7	5	35	10	72
PT	3	2	0	254.182	20.400	8,0	1	14	7	28
RO	0	0	0	39.444	69.850	177,1	0	1	2	5
SK	0	0	0	3.624	0	0,0	0	0	0	0
SL	1	0	0	25.309	4.908	19,4	2	1	5	11
SV	12	5	1	1.389.200	566.919	40,8	5	92	50	119
UK	91	42	11	7.514.231	2.300.963	30,6	12	455	359	466
31 COUNTRIES	400	231	90	31.733.313	9.012.126	28,4	264	1.530	1.017	1.987
13 NMS - PL (*)	7	4	3	312.810	100.267	32,1	7	21	22	60

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	194 2010/11 Listed companies Companies having E Share Plans Numbers	195 2010/11 Listed companies Companies having %EO>1% Numbers	196 2010/11 Listed companies Companies having %EO>6% Numbers	197 2010/11 Listed companies Companies having %EO>20% Numbers	198 2010/11 Listed companies Companies having %EO>50% Numbers	199 2010/11 Listed companies Employees Numbers	200 2010/11 Listed companies Employee owners Numbers	201 2010/11 Listed companies Employee owners in % of employees %	202 2009/10 Listed companies Companies having published %EO Numbers	203 2009/10 Listed companies Companies having Stock Options Numbers
AT	23	18	10	5	1	335.406	109.241	32,6	8	12
BE	46	22	10	5	4	569.606	83.552	14,7	7	42
BG	0	0	0	0	0	0	0	0,0	0	0
CH	132	76	31	11	2	1.578.726	301.942	19,1	12	91
CY	4	4	2	2	2	25.651	4.575	17,8	2	4
CZ	4	0	0	0	0	66.558	3.219	4,8	0	3
DA	63	25	5	4	0	383.281	76.369	19,9	5	53
DE	162	86	42	26	11	4.869.380	975.406	20,0	12	127
EE	2	2	1	0	0	9.167	29	0,3	0	2
ES	46	31	21	13	7	1.538.679	183.025	11,9	4	35
FI	63	30	4	2	0	570.072	138.668	24,3	1	51
FR	238	178	75	55	23	6.956.233	3.475.970	50,0	178	209
GR	32	23	19	11	3	236.061	18.111	7,7	0	29
HR	7	2	1	1	1	48.730	7.815	16,0	0	3
HU	8	3	1	0	0	90.803	7.433	8,2	4	5
IE	30	17	4	1	0	263.011	37.077	14,1	2	30
IS	3	0	0	0	0	10.592	430	4,1	0	2
IT	103	56	38	27	18	1.530.873	157.528	10,3	2	95
LT	0	1	1	0	0	0	0	0,0	0	0
LU	9	3	2	2	2	37.493	755	2,0	0	7
LV	1	0	0	0	0	900	220	24,4	0	0
MT	4	2	0	0	0	4.299	2.282	53,1	0	2
NL	71	35	9	5	1	1.751.620	397.961	22,7	8	60
NO	79	31	10	8	2	370.948	79.471	21,4	5	59
PL	47	34	22	9	2	362.153	92.211	25,5	3	33
PT	15	7	3	3	0	212.809	21.250	10,0	1	14
RO	3	0	0	0	0	42.520	70.385	165,5	0	1
SK	1	0	0	0	0	3.683	0	0,0	0	0
SL	7	4	1	0	0	25.478	5.639	22,1	3	1
SV	105	49	13	5	3	1.293.998	554.550	42,9	6	92
UK	463	291	90	40	12	7.339.472	2.326.469	31,7	14	452
31 COUNTRIES	1.771	1.030	415	235	94	30.528.201	9.131.581	29,9	277	1.514
13 NMS - PL (*)	41	18	7	3	3	317.789	101.597	32,0	9	21

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	204 2009/10 Listed companies Companies having broad based plans Numbers	205 2009/10 Listed companies Companies having EOwnership Numbers	206 2009/10 Listed companies Companies having E Share Plans Numbers	207 2009/10 Listed companies Companies having %EO>1% Numbers	208 2009/10 Listed companies Companies having %EO>6% Numbers	209 2009/10 Listed companies Companies having %EO>20% Numbers	210 2009/10 Listed companies Companies having %EO>50% Numbers	211 2009/10 Listed companies Employees Numbers	212 2009/10 Listed companies Employee owners Numbers	213 2009/10 Listed companies Employee owners in % of employees %
AT	17	29	23	18	10	5	2	329.799	110.332	33,5
BE	15	43	46	20	10	5	4	569.907	97.881	17,2
BG	0	5	0	0	0	0	0	0	0	0,0
CH	61	152	129	73	29	10	2	1.517.254	314.004	20,7
CY	3	5	4	5	2	2	2	26.625	14.450	54,3
CZ	1	4	4	0	0	0	0	69.188	3.309	4,8
DA	37	68	62	25	4	3	0	387.079	70.563	18,2
DE	79	180	159	90	39	25	10	4.781.359	1.055.403	22,1
EE	0	4	2	1	0	0	0	9.424	10	0,1
ES	12	87	46	25	17	11	5	1.458.775	147.286	10,1
FI	23	64	63	30	6	2	0	562.398	140.467	25,0
FR	199	233	236	175	77	56	26	6.792.224	3.307.335	48,7
GR	8	39	32	18	15	9	2	248.646	19.703	7,9
HR	3	7	7	3	2	2	1	47.894	7.745	16,2
HU	4	9	8	4	1	0	0	93.809	6.383	6,8
IE	19	31	30	15	5	1	0	266.226	39.348	14,8
IS	0	3	2	0	0	0	0	11.235	430	3,8
IT	12	138	100	58	39	28	18	1.533.100	159.879	10,4
LT	0	5	0	1	1	0	0	0	0	0,0
LU	0	7	8	2	1	1	1	28.081	442	1,6
LV	1	1	1	0	0	0	0	1.500	270	18,0
MT	3	4	4	1	0	0	0	4.580	2.286	49,9
NL	27	70	68	35	9	5	1	1.814.018	339.103	18,7
NO	50	89	76	33	14	9	2	375.244	85.963	22,9
PL	8	68	44	31	22	10	2	347.082	92.484	26,6
PT	7	28	15	8	3	3	0	206.277	21.278	10,3
RO	0	4	1	0	0	0	0	47.015	64	0,1
SK	0	0	1	0	0	0	0	3.716	0	0,0
SL	5	11	7	4	3	0	0	29.004	6.301	21,7
SV	49	119	104	50	13	4	2	1.254.434	495.309	39,5
UK	350	462	459	291	94	42	12	7.301.674	2.354.200	32,2
31 COUNTRIES	993	1.969	1.741	1.016	416	233	92	30.117.568	8.892.225	29,5
13 NMS - PL (*)	20	59	39	19	9	4	3	332.755	40.817	12,3

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	214 2008/09 Listed companies Companies having published %EO Numbers	215 2008/09 Listed companies Companies having Stock Options Numbers	216 2008/09 Listed companies Companies having broad based plans Numbers	217 2008/09 Listed companies Companies having EOwnership Numbers	218 2008/09 Listed companies Companies having E Share Plans Numbers	219 2008/09 Listed companies Companies having %EO>1% Numbers	220 2008/09 Listed companies Companies having %EO>6% Numbers	221 2008/09 Listed companies Companies having %EO>20% Numbers	222 2008/09 Listed companies Companies having %EO>50% Numbers	223 2008/09 Listed companies Employees Numbers
AT	8	12	17	29	23	18	10	5	1	351.768
BE	7	42	15	43	46	19	11	6	4	606.067
BG	0	0	0	5	0	0	0	0	0	0
CH	13	90	60	150	126	70	28	10	2	1.560.208
CY	2	4	3	5	4	5	2	2	2	26.257
CZ	0	3	1	4	4	0	0	0	0	65.669
DA	9	53	37	68	62	28	4	3	0	403.546
DE	11	125	79	176	154	93	43	26	11	4.851.142
EE	0	2	0	4	2	2	0	0	0	11.292
ES	4	32	12	87	44	29	18	13	5	1.436.648
FI	1	51	23	64	62	36	5	2	0	607.298
FR	175	207	194	232	235	175	80	59	25	6.902.652
GR	0	28	8	39	31	19	15	10	4	239.939
HR	0	3	3	7	7	3	2	2	1	49.271
HU	4	5	5	9	8	4	1	0	0	76.947
IE	2	30	19	31	30	17	6	2	0	288.608
IS	0	2	0	3	2	1	1	0	0	10.536
IT	3	95	12	138	100	62	38	30	19	1.498.498
LT	0	0	0	5	0	1	1	0	0	0
LU	0	6	0	7	7	3	2	2	2	28.529
LV	0	0	1	1	1	0	0	0	0	1.624
MT	0	2	3	4	4	1	0	0	0	4.773
NL	8	60	27	67	68	36	9	5	2	1.944.414
NO	4	59	47	88	75	41	15	9	2	368.765
PL	2	32	7	68	43	29	22	11	3	345.079
PT	1	14	7	28	15	9	3	3	0	205.024
RO	0	1	0	4	1	0	0	0	0	49.679
SK	0	0	0	0	1	0	0	0	0	3.737
SL	3	1	5	11	7	4	3	0	0	31.020
SV	7	89	49	119	102	53	14	4	1	1.309.595
UK	16	451	343	461	456	319	100	46	11	7.453.937
31 COUNTRIES	280	1.499	977	1.957	1.720	1.077	433	250	95	30.732.522
13 NMS - PL (*)	9	21	21	59	39	20	9	4	3	320.269

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	224 2008/09 Listed companies Employee owners Numbers	225 2008/09 Listed companies Employee owners in % of employees %	226 2007/08 Listed companies Companies having published %EO Numbers	227 2007/08 Listed companies Companies having Stock Options Numbers	228 2007/08 Listed companies Companies having broad based plans Numbers	229 2007/08 Listed companies Companies having EOwnership Numbers	230 2007/08 Listed companies Companies having E Share Plans Numbers	231 2007/08 Listed companies Companies having %EO>1% Numbers	232 2007/08 Listed companies Companies having %EO>6% Numbers	233 2007/08 Listed companies Companies having %EO>20% Numbers
AT	106.742	30,3	9	12	17	24	22	18	9	5
BE	108.783	17,9	7	41	15	41	45	23	11	6
BG	0	0,0	0	0	0	1	0	0	0	0
CH	330.957	21,2	10	90	60	140	123	73	26	10
CY	14.461	55,1	2	4	3	4	4	4	2	1
CZ	3.309	5,0	0	0	3	1	2	4	0	0
DA	73.517	18,2	10	51	36	63	60	30	5	2
DE	1.023.512	21,1	11	123	75	168	149	88	44	24
EE	10	0,1	0	2	0	4	2	2	0	0
ES	132.008	9,2	5	30	12	75	41	32	19	13
FI	170.355	28,1	1	51	22	64	59	36	5	2
FR	3.020.724	43,8	172	206	192	223	232	172	78	56
GR	21.483	9,0	0	26	7	38	29	19	13	10
HR	7.835	15,9	0	3	3	8	7	3	3	2
HU	6.226	8,1	6	5	5	9	8	4	1	0
IE	40.292	14,0	1	30	19	31	30	20	6	2
IS	480	4,6	0	2	0	3	2	2	1	0
IT	165.101	11,0	2	92	11	117	96	63	38	29
LT	0	0,0	0	0	0	4	0	1	1	0
LU	471	1,7	0	5	0	6	6	3	3	2
LV	300	18,5	0	0	1	1	1	0	0	0
MT	2.286	47,9	0	2	3	4	4	1	0	0
NL	327.476	16,8	9	59	26	68	68	38	10	5
NO	81.372	22,1	4	54	44	80	70	42	17	7
PL	64.943	18,8	1	29	5	43	36	24	20	10
PT	23.120	11,3	1	12	6	22	13	11	4	1
RO	25	0,1	0	1	0	3	1	0	0	0
SK	0	0,0	0	0	0	0	1	0	0	0
SL	6.674	21,5	3	1	5	12	5	3	3	0
SV	490.928	37,5	5	85	47	115	96	55	15	6
UK	2.312.756	31,0	14	445	330	454	449	316	99	47
31 COUNTRIES	8.536.144	27,8	273	1.464	945	1.827	1.663	1.083	433	240
13 NMS - PL (*)	41.126	12,8	11	21	21	52	37	18	10	3

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	234 2007/08 Listed companies Companies having %EO>50% Numbers	235 2007/08 Listed companies Employees Numbers	236 2007/08 Listed companies Employee owners Numbers	237 2007/08 Listed companies Employee owners in % of employees %	238 2006/07 Listed companies Companies having published %EO Numbers	239 2006/07 Listed companies Companies having Stock Options Numbers	240 2006/07 Listed companies Companies having broad based plans Numbers	241 2006/07 Listed companies Companies having EOwnership Numbers	242 2006/07 Listed companies Companies having E Share Plans Numbers	243 2006/07 Listed companies Companies having %EO>1% Numbers
AT	2	331.706	107.856	32,5	11	13	16	25	22	18
BE	4	599.705	124.936	20,8	7	40	14	39	43	21
BG	0	0	0	0,0	1	0	0	1	0	0
CH	1	1.505.100	321.576	21,4	10	89	59	138	119	68
CY	0	17.351	9.644	55,6	1	3	3	4	4	4
CZ	0	68.409	3.209	4,7	0	2	2	1	2	0
DA	0	371.721	65.401	17,6	11	48	30	57	55	31
DE	12	4.648.886	995.901	21,4	12	118	67	158	143	91
EE	0	11.054	9	0,1	0	0	0	3	0	2
ES	5	1.350.912	138.168	10,2	5	28	10	72	37	27
FI	0	582.128	166.072	28,5	2	50	21	63	56	38
FR	26	6.623.386	2.834.816	42,8	176	203	186	216	227	163
GR	3	230.770	22.180	9,6	0	24	6	35	26	17
HR	1	47.039	17.364	36,9	0	3	2	6	6	2
HU	0	77.372	6.498	8,4	6	5	5	9	8	4
IE	0	283.908	40.457	14,3	1	29	17	30	29	18
IS	0	9.106	652	7,2	1	2	0	3	2	2
IT	19	1.439.677	156.304	10,9	2	89	9	112	91	63
LT	0	0	0	0,0	0	0	0	4	0	1
LU	2	28.190	387	1,4	0	4	0	5	4	3
LV	0	1.100	300	27,3	0	0	1	1	1	0
MT	0	4.804	2.200	45,8	0	2	3	4	4	2
NL	2	1.879.370	334.041	17,8	11	57	26	67	66	34
NO	1	355.801	74.615	21,0	4	47	40	75	63	42
PL	3	310.566	8.929	2,9	1	24	4	34	26	25
PT	0	183.964	22.988	12,5	1	12	6	22	12	11
RO	0	41.104	1	0,0	0	1	0	3	1	0
SK	0	3.671	0	0,0	0	0	0	0	1	0
SL	0	30.549	6.670	21,8	3	0	5	11	3	4
SV	2	1.272.993	485.175	38,1	4	78	42	113	88	56
UK	12	7.203.203	2.309.834	32,1	14	436	319	447	440	306
31 COUNTRIES	95	29.514.545	8.256.181	28,0	284	1.407	892	1.759	1.580	1.053
13 NMS - PL (*)	1	302.453	45.895	15,2	11	16	20	48	31	19

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	244 2006/07 Listed companies Companies having %EO>6% Numbers	245 2006/07 Listed companies Companies having %EO>20% Numbers	246 2006/07 Listed companies Companies having %EO>50% Numbers	247 2006/07 Listed companies Employees Numbers	248 2006/07 Listed companies Employee owners Numbers	249 2006/07 Listed companies Employee owners in % of employees %	250 2005/06 Listed companies Companies having published %EO Numbers	251 2005/06 Listed companies Companies having Stock Options Numbers	252 2005/06 Listed companies Companies having broad based plans Numbers	253 2005/06 Listed companies Companies having EOwnership Numbers
AT	8	5	2	300.428	108.900	36,2	10	13	12	21
BE	11	8	4	574.157	114.584	20,0	6	39	12	37
BG	0	0	0	0	0	0,0	1	0	0	1
CH	26	10	2	1.427.362	303.200	21,2	9	85	50	139
CY	2	1	0	15.548	9.200	59,2	2	3	3	3
CZ	0	0	0	71.569	3.282	4,6	0	2	2	1
DA	4	2	0	343.865	48.763	14,2	11	43	28	54
DE	46	25	13	4.628.232	1.042.074	22,5	12	106	62	148
EE	0	0	0	8.996	10	0,1	0	0	0	3
ES	17	11	3	1.234.007	79.338	6,4	7	24	7	62
FI	5	3	1	515.579	146.622	28,4	1	48	14	61
FR	76	54	24	6.258.338	2.534.386	40,5	166	199	168	204
GR	14	9	3	178.668	16.123	9,0	0	23	6	30
HR	2	2	1	48.395	1.202	2,5	0	4	2	6
HU	1	0	0	73.624	6.337	8,6	6	4	4	9
IE	7	2	0	266.719	41.895	15,7	1	28	17	29
IS	1	0	0	9.130	809	8,9	0	2	0	2
IT	41	32	22	1.300.231	127.393	9,8	2	79	8	110
LT	1	0	0	0	0	0,0	0	0	0	3
LU	3	2	2	27.513	595	2,2	0	3	0	6
LV	0	0	0	1.061	400	37,7	0	0	0	1
MT	0	0	0	4.581	3.177	69,4	0	2	3	4
NL	11	5	2	1.789.550	356.178	19,9	10	54	24	63
NO	19	7	3	334.365	73.489	22,0	5	42	36	72
PL	19	9	4	277.206	38.404	13,9	2	17	4	26
PT	5	1	0	168.945	23.209	13,7	2	12	6	19
RO	0	0	0	46.348	5	0,0	0	0	0	3
SK	0	0	0	2.366	0	0,0	0	0	0	0
SL	3	0	0	28.232	6.803	24,1	2	0	4	10
SV	17	5	3	1.178.224	426.517	36,2	3	75	39	104
UK	101	50	16	6.783.373	2.181.215	32,2	13	424	312	440
31 COUNTRIES	440	243	105	27.896.612	7.694.109	27,6	271	1.331	822	1.671
13 NMS - PL (*)	9	3	1	300.720	30.416	10,1	11	15	17	44

(*) "New" Member State

Data on employee ownership in European countries (31 countries - 2.483 largest European companies - 34,6 million employees)

Countries	254 2005/06 Listed companies Companies having E Share Plans Numbers	255 2005/06 Listed companies Companies having %EO>1% Numbers	256 2005/06 Listed companies Companies having %EO>6% Numbers	257 2005/06 Listed companies Companies having %EO>20% Numbers	258 2005/06 Listed companies Companies having %EO>50% Numbers	259 2012/13 Large non-listed employee-owned companies Numbers
AT	19	12	7	4	2	1
BE	42	19	10	9	4	0
BG	0	0	0	0	0	2
CH	114	56	24	9	2	0
CY	4	3	2	1	0	0
CZ	3	0	0	0	0	24
DA	51	23	4	2	0	0
DE	132	72	35	18	8	4
EE	0	1	0	0	0	0
ES	29	23	14	8	3	68
FI	53	34	6	3	2	0
FR	223	152	65	40	14	89
GR	24	16	12	6	2	0
HR	6	2	2	2	1	0
HU	8	3	1	1	0	8
IE	28	14	7	3	0	1
IS	2	2	1	0	0	0
IT	80	62	44	32	20	36
LT	0	1	1	1	0	0
LU	3	3	3	2	2	0
LV	1	0	0	0	0	0
MT	4	2	0	0	0	0
NL	60	26	12	4	2	4
NO	58	34	16	8	2	1
PL	18	19	14	6	4	3
PT	12	9	5	1	0	0
RO	0	0	0	0	0	0
SK	1	0	0	0	0	2
SL	3	3	3	1	0	6
SV	86	49	16	4	2	0
UK	425	281	104	51	14	37
31 COUNTRIES	1.489	921	408	216	84	286
13 NMS - PL (*)	30	15	9	6	1	42

(*) "New" Member State

List of the 2.483 largest European companies in 2013

(L = Listed / NL = Non-listed)

AUSTRIA

AT	L	Agrana
AT	L	Allgemeine Bau. - A.Porr
AT	L	Amag Austria Metall
AT	L	Ams
AT	L	Andritz
AT	L	AT&S
AT	L	Bank für Tirol und Vorarlberg
AT	L	BKS Bank
AT	L	BWT
AT	L	Cat Oil
AT	L	Do & Co Restaurants
AT	L	Erste Group Bank
AT	L	EVN
AT	L	Flughafen Wien
AT	L	Intercell
AT	L	Kapsch Trafficcom
AT	L	KTM
AT	L	Lenzing
AT	L	Mayr-Melnhof Karton
AT	L	Oberbank
AT	L	Oesterreichische Post
AT	L	OMV
AT	L	Ottakringer Getränke
AT	L	Palfinger
AT	L	Polytec Holding
AT	L	Raiffeisen Bank International
AT	L	RHI
AT	L	Rosenbauer International
AT	L	Schoeller-Bleckmann
AT	L	Semperit
AT	L	Strabag
AT	L	Telekom Austria
AT	L	Uniq
AT	L	Verbund
AT	L	Vienna Insurance
AT	L	Voestalpine
AT	L	Vorarlberger Kraftwerke
AT	L	Warimpex
AT	L	Wienerberger
AT	L	Zumtobel
AT	NL	ACP

BELGIUM

BE	L	AB InBev
BE	L	Ablynx
BE	L	Ackermans & Van Haaren
BE	L	Ageas
BE	L	Agfa
BE	L	Arseus
BE	L	Atenor
BE	L	Barco
BE	L	Bekaert
BE	L	Belgacom
BE	L	CFE
BE	L	CMB
BE	L	Colruyt
BE	L	Deceuninck
BE	L	Delhaize Group
BE	L	Devgen
BE	L	Dexia
BE	L	Dieteren
BE	L	Duvel Moortgat
BE	L	Econocom
BE	L	Elia
BE	L	Euronav
BE	L	EVS
BE	L	Exmar
BE	L	Fluxys
BE	L	Galapagos
BE	L	GBL
BE	L	GIMV
BE	L	Hamon
BE	L	IBA
BE	L	KBC
BE	L	Kinopolis

BE	L	Lotus Bakeries
BE	L	Melexis
BE	L	Mobistar
BE	L	Nyrstar
BE	L	Option
BE	L	Picanol
BE	L	PinguinLutosa
BE	L	Punch International
BE	L	Recticel
BE	L	Roularta
BE	L	Sioen
BE	L	Sipef
BE	L	Solvay
BE	L	Spadel
BE	L	Telenet Group
BE	L	Tessenderlo
BE	L	Thrombogenics
BE	L	UCB
BE	L	Umicore
BE	L	Van de Velde
BE	L	VPK Packaging

BULGARIA

BG	L	Bulgarian American Credit Bank
BG	L	Central Cooperative Bank
BG	L	Chimimport
BG	L	Corporate Commercial Bank
BG	L	First Investment Bank
BG	L	Petrol AD
BG	L	Sopharma
BG	NL	Nov syat
BG	NL	Viktoria

SWITZERLAND

CH	L	ABB
CH	L	Acino
CH	L	Acrevis Bank
CH	L	Actelion
CH	L	Adecco
CH	L	Advanced Digital
CH	L	Aevis Holding
CH	L	Agta Record
CH	L	Allreal
CH	L	Alpiq
CH	L	Also Actebis
CH	L	APG
CH	L	Arbonia
CH	L	Aryzta
CH	L	Ascom
CH	L	Autoneum
CH	L	Bachem
CH	L	Baloise
CH	L	Bank Linth
CH	L	Barry Callebaut
CH	L	Baselland KB
CH	L	Basilea
CH	L	Basler KB
CH	L	BC Geneve
CH	L	BC Vaud
CH	L	Belimo
CH	L	Bell Holding
CH	L	Bellevue Group
CH	L	Berner Kantonalbank
CH	L	BKW
CH	L	Bobst
CH	L	Bossard
CH	L	Bucher
CH	L	Burckhardt Compression
CH	L	Burkhalter
CH	L	Cavotec
CH	L	Cham Paper
CH	L	Charles Voegelé
CH	L	CKW
CH	L	Clariant
CH	L	Coltene
CH	L	Compagnie Financière Tradition

CH	L	Conzzeta
CH	L	Coop Bank
CH	L	CPH
CH	L	Crédit Suisse
CH	L	Cytos
CH	L	Datacolor
CH	L	Datwyler
CH	L	DKSH
CH	L	Dottikon
CH	L	Dufry
CH	L	EFG International
CH	L	Emmi
CH	L	Ems-Chemie
CH	L	Energiedienst
CH	L	Evolva
CH	L	Feintool
CH	L	Fischer
CH	L	Flughafen Zuerich
CH	L	Forbo
CH	L	Galenica
CH	L	GAM Holding
CH	L	Gategroup
CH	L	Geberit
CH	L	Givaudan
CH	L	Graubuender KB
CH	L	Gurit
CH	L	Helvetia
CH	L	Highlight Communications
CH	L	Holcim
CH	L	Huber and Suhner
CH	L	Hypo Lenzburg
CH	L	Implenia
CH	L	Inficon
CH	L	Interroll
CH	L	Intershop
CH	L	IVF Hartmann
CH	L	Julius Baer
CH	L	Jungfraubahn
CH	L	Kaba
CH	L	Kardex
CH	L	Komax
CH	L	Kudelski
CH	L	Kuehne & Nagel
CH	L	Kuoni
CH	L	Lem
CH	L	Liechtensteinische Landesbank
CH	L	Lindt
CH	L	Logitech
CH	L	Lonza
CH	L	Looser Holding
CH	L	Luzerner KB
CH	L	MCH Group
CH	L	Metall Zug
CH	L	Meyer Burger
CH	L	Micronas
CH	L	Mobilezone
CH	L	Mobimo
CH	L	Nationale Suisse
CH	L	Nestle
CH	L	Nobel Biocare
CH	L	Novartis
CH	L	Oerlikon
CH	L	Orell Fuessli
CH	L	Orior
CH	L	Panalpina
CH	L	Phoenix Mecano
CH	L	Precious Woods
CH	L	Publigruppe
CH	L	Repower
CH	L	Richemont
CH	L	Rieter
CH	L	Roche
CH	L	Romande Energie
CH	L	Rothschild
CH	L	Santhera
CH	L	Sarasin
CH	L	Schindler

List of the 2.483 largest European companies in 2013

(L = Listed / NL = Non-listed)

CH	L	Schweiter
CH	L	SGS
CH	L	Siegfried
CH	L	Sika
CH	L	Sonova
CH	L	Sopracenerin
CH	L	St. Galler KB
CH	L	Straumann
CH	L	Sulzer
CH	L	Swatch Group
CH	L	Swiss Life
CH	L	Swiss RE
CH	L	Swiss Steel
CH	L	Swisscom
CH	L	Swisslog
CH	L	Swissquote
CH	L	Syngenta
CH	L	Tamedia
CH	L	Tecan
CH	L	Temenos
CH	L	u-blox
CH	L	UBS
CH	L	Uster Technologies
CH	L	Valartis Bank
CH	L	Valiant
CH	L	Valora
CH	L	Vaudoise
CH	L	Vetropack
CH	L	Von Roll
CH	L	Vontobel
CH	L	Walliser KB
CH	L	Walter Meier
CH	L	Ypsomed
CH	L	Zehnder
CH	L	Zueblin Immobilien
CH	L	Zuger KB
CH	L	Zurich Insurance
CH (LI)	L	VPB Vaduz

CYPRUS

CY	L	Bank of Cyprus
CY	L	Cyprus Popular Bank
CY	L	Cyprus Trading Corp
CY	L	Hellenic Bank
CY	L	Louis Group

CZECH REPUBLIC

CZ	L	CEZ
CZ	L	Fortuna Entertainment
CZ	L	Komerční Banka
CZ	L	New World Resources
CZ	L	Telefonica O2
CZ	L	Unipetrol
CZ	NL	Cyklos
CZ	NL	Dipra
CZ	NL	Dipro
CZ	NL	Drevotvar Znojmo
CZ	NL	Drevozpracující výrobní družstvo
CZ	NL	Drupol
CZ	NL	Elektro Becov
CZ	NL	Elko
CZ	NL	Granat
CZ	NL	Horácké kovodružstvo Třebíč
CZ	NL	Irisa
CZ	NL	Kovodružstvo
CZ	NL	Kovoplast
CZ	NL	Lidokov
CZ	NL	Mechanika Praha
CZ	NL	Mechanika Prostějov
CZ	NL	Modeva
CZ	NL	Obzor
CZ	NL	Otava
CZ	NL	Plzeňské Dilo
CZ	NL	Sněžka Nachod
CZ	NL	Styl Plzeň
CZ	NL	Vkus Jicin

CZ	NL	Vyvoj Trest
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DENMARK

DA	L	A.P. Møller - Mærsk
DA	L	ALK-Abelló
DA	L	Alm. Brand
DA	L	Ambu
DA	L	Atlantic Petroleum
DA	L	Auriga Industries
DA	L	Bang & Olufsen
DA	L	BankNordik
DA	L	Bavarian Nordic
DA	L	Carlsberg
DA	L	Christian Hansen
DA	L	Coloplast
DA	L	D/S Norden
DA	L	Danske Bank
DA	L	DFDS
DA	L	DLH
DA	L	DSV
DA	L	FLSmidth & Co
DA	L	Flügger
DA	L	Genmab
DA	L	GN Store Nord
DA	L	Greentech Energy Systems
DA	L	Grønlandsbanken
DA	L	H. Lundbeck
DA	L	H+H International
DA	L	IC Company
DA	L	Jeddan
DA	L	Jyske Bank
DA	L	Københavns Lufthavne CPH
DA	L	Mols-Linien
DA	L	Monberg & Thorsen
DA	L	NeuroSearch
DA	L	NKT Holding
DA	L	Nordicom
DA	L	Nordjyske Bank
DA	L	Nørresundby Bank
DA	L	North Media
DA	L	Novo Nordisk
DA	L	Novozymes
DA	L	Østasiatisk Kompagni
DA	L	Pandora
DA	L	Parken
DA	L	Per Aarsleff
DA	L	Ringkjøbing Landbobank
DA	L	Rockwool International
DA	L	Royal Unibrew
DA	L	Sanistaal
DA	L	SAS
DA	L	Schouw & Co
DA	L	SimCorp
DA	L	Sjælsø
DA	L	Solar
DA	L	Spar Nord Bank
DA	L	Sparbank
DA	L	Sparekassen Faaborg
DA	L	Sparekassen Himmerland
DA	L	Sparekassen Lolland
DA	L	Sydbank
DA	L	TDC
DA	L	Thrane & Thrane
DA	L	Tivoli
DA	L	TK Development
DA	L	Topdanmark
DA	L	TopoTarget
DA	L	Torm
DA	L	Tryg
DA	L	United Plantation Berhad
DA	L	Veloxis
DA	L	Vestas Wind Systems
DA	L	Vestjysk Bank
DA	L	William Demant
DA	L	Zealand Pharma

GERMANY

DE	L	Aareal Bank
DE	L	adidas
DE	L	ADVA Optical Networking
DE	L	Air Berlin
DE	L	Aixtron
DE	L	Alba
DE	L	Alliance Healthcare Deutschland
DE	L	Allianz
DE	L	Amadeus Fire
DE	L	Atevia
DE	L	Audi
DE	L	Augusta Technologie
DE	L	Aurubis
DE	L	Axel Springer
DE	L	Baader Bank
DE	L	Balda
DE	L	BASF
DE	L	Bauer
DE	L	Bayer
DE	L	BayWa
DE	L	Beate Uhse
DE	L	Bechtle
DE	L	Beiersdorf
DE	L	Bertrandt
DE	L	Bijou Brigitte
DE	L	Bilfinger
DE	L	Biotest
DE	L	BMW
DE	L	Borussia Dortmund
DE	L	Brenntag
DE	L	Carl Zeiss Meditec
DE	L	Celesio
DE	L	Centrotec Sustainable
DE	L	Centrotherm Photovoltaics
DE	L	CeWe Color
DE	L	Comdirect Bank
DE	L	Commerzbank
DE	L	CompuGroup
DE	L	Conergy
DE	L	Constantin Medien
DE	L	Continental
DE	L	CropEnergies
DE	L	CTS Eventim
DE	L	Curanum
DE	L	DAB Bank
DE	L	Daimler
DE	L	Delticom
DE	L	Derby Cycle
DE	L	Deutsche Bank
DE	L	Deutsche Boerse
DE	L	Deutsche Post
DE	L	Deutsche Postbank
DE	L	Deutsche Telekom
DE	L	Deutsche Wohnen
DE	L	Deutz
DE	L	Douglas Holding
DE	L	Draegerwerk
DE	L	Drillisch
DE	L	Duerr
DE	L	DVB Bank
DE	L	Dyckerhoff
DE	L	E.ON
DE	L	Eisen- und Huettenwerke
DE	L	Elaxis
DE	L	Elmos Semiconductor
DE	L	ElringKlinger
DE	L	Energie Baden-Wuerttemberg
DE	L	EnviTec Biogas
DE	L	Euwax Broker
DE	L	Evotec
DE	L	Fielmann
DE	L	Francotyp-Postalia
DE	L	Fraport
DE	L	Freenet
DE	L	Fresenius

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DE	L	Fresenius Medical Care
DE	L	Fuchs Petrolub
DE	L	GEA Group
DE	L	Gelsenwasser
DE	L	Gerresheimer
DE	L	Gerry Weber International
DE	L	Gesco
DE	L	GfK
DE	L	Gildemeister
DE	L	Grammer
DE	L	Grenkeleasing
DE	L	H&R
DE	L	Hamburger Hafen und Logistik
DE	L	Hannover Rueckversicherung
DE	L	Hawesko
DE	L	Heidelberg Cement
DE	L	Heidelberger Druckmaschinen
DE	L	Henkel
DE	L	Hochtief
DE	L	Homag Group
DE	L	Hornbach Holding
DE	L	Hornbach-Baumarkt
DE	L	HSBC Trinkaus und Burkhardt
DE	L	Hugo Boss
DE	L	Hymer
DE	L	IKB Deutsche Industriebank
DE	L	Indus Holding
DE	L	Infineon
DE	L	Init innovation
DE	L	IVG Immobilien
DE	L	Jenoptik
DE	L	Jungheinrich
DE	L	K + S
DE	L	Kabel Deutschland
DE	L	KAP-Beteiligungs
DE	L	KHD Humboldt Wedag
DE	L	Kloeckner & Co
DE	L	Koenig & Bauer
DE	L	Kontron
DE	L	Krones
DE	L	KSB
DE	L	KUKA
DE	L	KWS Saat
DE	L	Landesbank Berlin
DE	L	Lanxess
DE	L	Lechwerke
DE	L	Leoni
DE	L	Linde
DE	L	Loewe
DE	L	LPKF Laser & Electronics
DE	L	Lufthansa
DE	L	Man
DE	L	Mannheimer
DE	L	Manz
DE	L	Marseille Kliniken
DE	L	Mediclin
DE	L	Medigene
DE	L	Medion
DE	L	Merck
DE	L	Metro
DE	L	MLP
DE	L	Mobotix
DE	L	Mologen
DE	L	MorphoSys
DE	L	MTU Aero Engines
DE	L	Muehlbauer
DE	L	Munich Re
DE	L	MVV Energie
DE	L	Nemetschek
DE	L	Nordex
DE	L	Norma
DE	L	Nuernberger Beteiligungs
DE	L	OHB Technology
DE	L	Oldenburgische Landesbank
DE	L	P&I Personal und Informatik
DE	L	Patrizia Immobilien
DE	L	Paul Hartmann

DE	L	Pfeiffer Vacuum
DE	L	Phoenix Solar
DE	L	Porsche
DE	L	Praktiker
DE	L	ProSiebenSAT.1 Media
DE	L	PSI
DE	L	Puma
DE	L	Q-Cells
DE	L	QSC
DE	L	R. Stahl
DE	L	Rational
DE	L	Renk
DE	L	Rheinmetall
DE	L	Rhoen-Klinikum
DE	L	RIB Software
DE	L	Roth & Rau
DE	L	RWE
DE	L	Salzgitter
DE	L	SAP
DE	L	Sartorius
DE	L	Schaltbau Holding
DE	L	Schuler
DE	L	Sedo Holding
DE	L	SGL Carbon
DE	L	Siemens
DE	L	Simona
DE	L	Singulus Technologies
DE	L	Sixt
DE	L	Sky Deutschland
DE	L	SMA Solar Technology
DE	L	Software
DE	L	SolarWorld
DE	L	STADA Arzneimittel
DE	L	STINAG Stuttgart Invest
DE	L	Sto
DE	L	Stratec Biomedical Systems
DE	L	Stroer
DE	L	Suedwestdeutsche Salzwerte
DE	L	Suedzucker
DE	L	Surteco
DE	L	Symrise
DE	L	Takkt
DE	L	Talanx
DE	L	Telegate
DE	L	Terex
DE	L	ThyssenKrupp
DE	L	Tipp24
DE	L	Tognum
DE	L	Tom Tailor
DE	L	Tomorrow Focus
DE	L	TUI
DE	L	United Internet
DE	L	VBH Holding
DE	L	Verbio
DE	L	Villeroy & Boch
DE	L	Volkswagen
DE	L	Vossloh
DE	L	VTG
DE	L	W.E.T. Automotive Systems
DE	L	Wacker Chemie
DE	L	Wacker Neuson
DE	L	WashTec
DE	L	Wincor Nixdorf
DE	L	Wire Card
DE	L	WMF
DE	L	Wuestenrot & Wuerttembergische
DE	L	Xing
DE	L	zooplus
DE	NL	Der Spiegel
DE	NL	Martin Hoppmann
DE	NL	Meissner
DE	NL	Schunk

ESTONIA

EE	L	Harju Elekter
EE	L	Merko Ehitus

EE	L	Olympic Entertainment Group
EE	L	Tallink Grupp
EE	L	Tallinna Kaubamaja
EE	L	Tallinna Vesi

SPAIN

ES	L	Abengoa
ES	L	Abertis
ES	L	Acciona
ES	L	Acerinox
ES	L	ACS
ES	L	Adolfo Dominguez
ES	L	Adveo (ex-Unipapel)
ES	L	Almirall
ES	L	Amadeus
ES	L	Amper
ES	L	Antena3TV
ES	L	BBVA
ES	L	Banco de Sabadell
ES	L	Banco de Valencia
ES	L	Banco Popular Espanol
ES	L	Banco Santander
ES	L	Banesto
ES	L	Bankia
ES	L	Bankinter
ES	L	Baron de Ley
ES	L	Bolsas y Mercados Espanoles
ES	L	CaixaBank
ES	L	Campofrio
ES	L	Cementos Portland Valderrivas
ES	L	Cia Vinicola del Norte de Espana
ES	L	Cie Automotive
ES	L	Clinica Baviera
ES	L	Codere
ES	L	Construcciones y Auxiliar de Ferro.
ES	L	Corporacion Dermoestetica
ES	L	Deoleo
ES	L	DIA - Distribuidora Int. de Aliment.
ES	L	Duro Felguera
ES	L	Ebro Foods
ES	L	Elecnor
ES	L	Enagas
ES	L	Ence
ES	L	Endesa
ES	L	Ercros
ES	L	Faes Farma
ES	L	FCC
ES	L	Ferrovial
ES	L	Fersa Energias Renovables
ES	L	Fluidra
ES	L	Gamesa
ES	L	Gas Natural Fenosa
ES	L	General de Alquiler de Maquinaria
ES	L	Grifols
ES	L	Grupo Catalana de Occidente
ES	L	Grupo Ezentis
ES	L	Grupo San Jose
ES	L	Grupo Tavex
ES	L	Iberdrola
ES	L	Iberpapel
ES	L	Inditex
ES	L	Indra
ES	L	Inmobiliaria Colonial
ES	L	International Consolidated Air
ES	L	Jazztel
ES	L	Laboratorios Rovi
ES	L	Let's Gowex
ES	L	Mapfre
ES	L	Mediaset Espana
ES	L	Melia Hotels
ES	L	Metrovacesa
ES	L	Miquel y Costas
ES	L	Natra
ES	L	Natraceutical
ES	L	NH Hoteles
ES	L	Obrascon Huarte Lain

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ES L Papeles y Cartones de Europa
 ES L Pescanova
 ES L Prisa
 ES L Prosegur
 ES L Quabit
 ES L Realia
 ES L Red Eléctrica
 ES L Renta 4 Serv
 ES L Renta Corporación
 ES L Repsol
 ES L Reyál Urbis
 ES L Sacyr Vallehermoso
 ES L Seda de Barcelona
 ES L Service Point Solutions
 ES L Sniace
 ES L Solaria
 ES L Técnicas Reunidas
 ES L Tecnocom
 ES L Telefonica
 ES L Tubacex
 ES L Tubos Reunidos
 ES L Uralita
 ES L Urbas Guadalupe
 ES L Vidrala
 ES L Viscopán
 ES L Vocento
 ES L Vueling Airlines
 ES L Zardoya Otis
 ES L Zeltia
 ES NL Abacus Cooperativa
 ES NL Adhesivos Orcajada
 ES NL Agintzari
 ES NL Ambulancias Barbate
 ES NL Ambulancias Gipuzkoa
 ES NL Ampo
 ES NL Arrasate-G Taldea
 ES NL Artysan
 ES NL Asti Leku Ikastola
 ES NL Autosol
 ES NL Ayuda a domicilio de Murcia
 ES NL Betsaide
 ES NL Burdinola
 ES NL Claros
 ES NL Colegio Echeide
 ES NL Colegio Fuentelarreyna 82
 ES NL Colegio Gredos San Diego
 ES NL Colegio Villa de Mostoles
 ES NL Collegio Malvar
 ES NL Comotrans
 ES NL Comunitat Terapèutica De
 Malgrat
 ES NL Divina Aurora
 ES NL Eduvic
 ES NL Ekin
 ES NL Electrolumen
 ES NL Escola Sant Gervasi
 ES NL Florida
 ES NL Fomento de protección y
 seguridad
 ES NL Frenos Iruna
 ES NL Fundiciones Especiales Zafra
 ES NL Fundiciones San Vicente
 ES NL Global Salcai Utinsa
 ES NL Goizper
 ES NL Grup La Pau
 ES NL Grupo El Yate
 ES NL Grupo Sorolla
 ES NL Helechos
 ES NL Industrias Laneko
 ES NL Irizar
 ES NL ITMA Instituto Minusvalido Astur
 ES NL Izar
 ES NL José Ramón Otero
 ES NL Juan Comenius
 ES NL Katea Legaia
 ES NL KIBO Peluqueros
 ES NL La Productora

ES NL La Vola
 ES NL Lan-Mobel
 ES NL Larcovi
 ES NL Macrosad
 ES NL Mondragon
 ES NL Nor Rubber
 ES NL Novacero
 ES NL Passco
 ES NL Prosciencia
 ES NL Rpk
 ES NL Samaniego
 ES NL Senda Animación
 ES NL Sherco Staff Hotel Ett
 ES NL Sierra Nevada
 ES NL Suara Cooperativa
 ES NL Textils Mora
 ES NL Tornillería Deba
 ES NL Transports Urbans de Sabadell
 ES NL Transports Urbans i Serveis Gen.
 ES NL Trans-Vol
 ES NL Ufemex
 ES NL Vitrinor

FINLAND

FI L Afarak
 FI L Ahlstrom
 FI L Aktia Bank
 FI L Alma Media
 FI L Amer Sports
 FI L Aspo
 FI L Atria
 FI L Basware
 FI L Biotie Therapies
 FI L CapMan
 FI L Cargotec
 FI L Citycon
 FI L Comptel
 FI L Cramo
 FI L Elektrobitt
 FI L Elisa
 FI L Finnair
 FI L Finnlines
 FI L Fiskars
 FI L Fortum
 FI L F-Secure
 FI L Glaston
 FI L HKScan
 FI L Huhtamäki
 FI L Kemira
 FI L Kesko
 FI L Kone
 FI L Konecranes
 FI L Lassila & Tikanoja
 FI L Lemminkäinen
 FI L Metsä Board
 FI L Metso
 FI L Neste Oil
 FI L Nokia
 FI L Nokian Renkaat
 FI L Olvi
 FI L Oriola-KD
 FI L Orion
 FI L Outokumpu
 FI L Outotec
 FI L PKC Group
 FI L Pohjola Bank
 FI L Ponsse
 FI L Pöyry
 FI L Raisio Vaihto-osake
 FI L Ramirent
 FI L Rapala
 FI L Rautaruukki
 FI L Sampo
 FI L Sanoma
 FI L Sponda
 FI L SRV

FI L Stockmann
 FI L Stora Enso
 FI L Talvivaara
 FI L Technopolis
 FI L Tieto
 FI L Tikkurila
 FI L UPM-Kymmene
 FI L Uponor
 FI L Vacon
 FI L Vaisala
 FI L Viking Line
 FI L Wärtsilä
 FI L YIT

FRANCE

FR L AB Science
 FR L ABC Arbitrage
 FR L Accor
 FR L Aeroports de Paris
 FR L Affine
 FR L Afone
 FR L Air France - KLM
 FR L Air Liquide
 FR L Akka Technologies
 FR L Albioma
 FR L Alcatel-Lucent
 FR L Ales Groupe
 FR L Alpes (Compagnie)
 FR L Alstom
 FR L Altarea
 FR L Alten
 FR L Altran
 FR L ANF
 FR L April
 FR L APRR
 FR L Archos
 FR L Areva
 FR L Arkema
 FR L Assystem
 FR L Atari
 FR L Atos
 FR L Audika
 FR L Aufeminin.com
 FR L Aurea
 FR L Avenir Telecom
 FR L Aviation Latécoère
 FR L Axa
 FR L Axway Software
 FR L Bains Mer Monaco
 FR L Banque de la Réunion
 FR L Banque Paribas
 FR L Belvédère
 FR L Beneteau
 FR L Bic
 FR L BioMérieux
 FR L BNP Paribas
 FR L Boiron
 FR L Bolloré
 FR L Bondue
 FR L Bongrain
 FR L Bourbon
 FR L Boursorama
 FR L Bouygues
 FR L Bricodeal
 FR L Bricorama
 FR L Bull
 FR L Bureau Veritas
 FR L Burelle
 FR L Business & Decision
 FR L Canal+
 FR L Cap Gemini
 FR L Carmat
 FR L Carrefour
 FR L Casino
 FR L Cegedim
 FR L Cegid

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FR	L	CFAO	FR	L	Lectra	FR	L	Sword Group
FR	L	CGG Veritas	FR	L	Legrand	FR	L	Synergie
FR	L	Chargeurs	FR	L	Linedata Services	FR	L	Technicolor
FR	L	Christian Dior	FR	L	Lisi	FR	L	Technip
FR	L	CIC	FR	L	LNC Les Nouveaux Constructeurs	FR	L	Tessi
FR	L	Ciments Français	FR	L	L'Oréal	FR	L	TF1
FR	L	Club Mediterranee	FR	L	LVL Medical Groupe	FR	L	Thales
FR	L	CNIM Construction	FR	L	LVMH	FR	L	Theolia
FR	L	CNP Assurances	FR	L	M6-Metropole TV	FR	L	Thermador
FR	L	Cofitem-Cofimur	FR	L	Maisons France Confort	FR	L	Tonnellerie Francois Freres
FR	L	Colas	FR	L	Manitou BF	FR	L	Total
FR	L	Crédit Agricole	FR	L	Manutan	FR	L	Toupargel
FR	L	Damartex	FR	L	Maurel et Prom	FR	L	Transgene
FR	L	Danone	FR	L	Medica	FR	L	Trigano
FR	L	Dassault Aviation	FR	L	Meetic	FR	L	U10
FR	L	Dassault Systèmes	FR	L	Mercialys	FR	L	Ubisoft
FR	L	Derichebourg	FR	L	Mersen	FR	L	Unibail-Rodamco
FR	L	Devoteam	FR	L	Metabolic Explorer	FR	L	Union Financiere de France
FR	L	Edenred	FR	L	Michelin	FR	L	Valeo
FR	L	EDF	FR	L	Montupet	FR	L	Vallourec
FR	L	Eiffage	FR	L	Mr Bricolage	FR	L	Velcan Energy
FR	L	Electricité de Strasbourg	FR	L	Natixis	FR	L	Veolia Environnement
FR	L	Entrepose Contracting	FR	L	Naturex	FR	L	Vétoquinol
FR	L	Eramet	FR	L	Neopost	FR	L	Vicat
FR	L	Essilor	FR	L	Neurones	FR	L	Viel et Compagnie
FR	L	Etam Developpement	FR	L	Nexans	FR	L	Vilmorin
FR	L	Euler Hermes	FR	L	Nexity	FR	L	Vinci
FR	L	Euro Disney	FR	L	NextRadioTV	FR	L	Virbac
FR	L	Eurofins	FR	L	Nicox	FR	L	Vivendi
FR	L	Eutelsat	FR	L	Norbert Dentressangle	FR	L	VM Matériaux
FR	L	Exel Industries	FR	L	NRJ Group	FR	L	Vranken-Pommery
FR	L	Faiveley	FR	L	Octo Technology	FR	L	Wendel
FR	L	Faurecia	FR	L	Olympique Lyonnais	FR	L	Zodiac Aerospace
FR	L	Fermière Casino de Cannes	FR	L	Orange	FR	NL	Aciéries de Ploërmel
FR	L	Fimalac	FR	L	Orpea	FR	NL	Acome
FR	L	Fleury Michon	FR	L	Pages Jaunes	FR	NL	Adrep
FR	L	Fromageries Bel	FR	L	Parrot Promesses	FR	NL	AEL
FR	L	GameLoft	FR	L	Pernod Ricard	FR	NL	AEML
FR	L	Gaumont	FR	L	Peugeot	FR	NL	ALMA
FR	L	GDF Suez	FR	L	Pharmagest Interactive	FR	NL	Alstef
FR	L	Generale de Sante	FR	L	Pierre Vacances	FR	NL	ANER
FR	L	GFI Informatique	FR	L	Plastic Omnium	FR	NL	Arfeo Buroform
FR	L	GL Events	FR	L	Poweo	FR	NL	Artelia
FR	L	Grand Marnier	FR	L	PPR	FR	NL	ASCA
FR	L	Groupe CRIT	FR	L	Publicis Groupe	FR	NL	ATGT
FR	L	Groupe Eurotunnel	FR	L	Radiall	FR	NL	Aubelec
FR	L	Groupe Flo	FR	L	Rallye	FR	NL	Auchan
FR	L	Groupe Go Sport	FR	L	Recylex	FR	NL	AVM Dépannage
FR	L	Groupe Partouche	FR	L	Remy Cointreau	FR	NL	Bourgeois
FR	L	Groupe SEB	FR	L	Renault	FR	NL	Bouyer-Leroux
FR	L	Groupe Steria	FR	L	Rexel	FR	NL	Canal-Elec
FR	L	Groupe Vial	FR	L	Robertet	FR	NL	Cap Services
FR	L	Guerbet	FR	L	Rodriguez Group	FR	NL	CEFF
FR	L	Guyenne et Gascogne	FR	L	Rubis	FR	NL	Cegos
FR	L	Haulotte	FR	L	Safran	FR	NL	Ceva Santé Animale
FR	L	Havas	FR	L	Saft Groupe	FR	NL	Cie Jo Bithume
FR	L	Hermes	FR	L	Saint-Gobain	FR	NL	CITEL
FR	L	Hi-Media	FR	L	Samse	FR	NL	CMEG – Bâtisseurs d'Innovations
FR	L	Icade	FR	L	Sanofi	FR	NL	COMEBO
FR	L	ID Logistics	FR	L	Sartorius Stedim	FR	NL	COMEC
FR	L	Iliad	FR	L	Schneider Electric	FR	NL	Construction Côte d'Emeraude
FR	L	Imerys	FR	L	SCOR	FR	NL	De Sangosse
FR	L	Ingenico	FR	L	Seche Environnement	FR	NL	Disposelec
FR	L	Inter Parfums	FR	L	Sequana	FR	NL	Divalto
FR	L	Internationale de Plant. d'Heveas	FR	L	SIIC de Paris	FR	NL	DRTP
FR	L	Ipsen	FR	L	Silic	FR	NL	EBS Le Relais
FR	L	Ipsos	FR	L	SMTPC	FR	NL	ECCS
FR	L	Jacquet Metal Service	FR	L	Société Générale	FR	NL	ECF CER CA
FR	L	JC Decaux	FR	L	Sodexo	FR	NL	Fonderie de la Bruche
FR	L	Kaufman & Broad	FR	L	Soitec	FR	NL	GCE
FR	L	Korian	FR	L	Somfy	FR	NL	Germat
FR	L	LaCie	FR	L	Sopra	FR	NL	Gescop
FR	L	Lafarge	FR	L	Spir Communication	FR	NL	Hardis
FR	L	Lagardère	FR	L	SR Teleperformance	FR	NL	Hexa
FR	L	Lanson BCC	FR	L	Stallergenes	FR	NL	Hisa Ingénierie
FR	L	Laurent-Perrier	FR	L	STEF	FR	NL	Hydrokarst
FR	L	LDC	FR	L	Suez Environnement	FR	NL	ID Formation

List of the 2.483 largest European companies in 2013

(L = Listed / NL = Non-listed)

FR	NL	Instep Formation
FR	NL	ISRA
FR	NL	Juratri
FR	NL	La Moderne
FR	NL	Lamanage de Marseille
FR	NL	L'Audacieuse
FR	NL	Le Chèque Déjeuner
FR	NL	Le Monde
FR	NL	Les Charpentiers de Paris
FR	NL	Les Maçons Parisiens
FR	NL	LS Service
FR	NL	L'Union des Forgerons
FR	NL	Mader
FR	NL	Maison Coopérative de Retz
FR	NL	Mateloc
FR	NL	M-RY
FR	NL	Parc Zoologique d'Amneville
FR	NL	Parcs et Sports
FR	NL	Pentalog
FR	NL	Procar Demas
FR	NL	QuadriPlus Groupe
FR	NL	Recapé
FR	NL	SCETEC
FR	NL	Scop Nea
FR	NL	Scopelec
FR	NL	Scoprobat
FR	NL	Scotnet
FR	NL	Scotpa
FR	NL	Seafrance
FR	NL	SNA Aréacem
FR	NL	SNAT
FR	NL	SNTTP
FR	NL	Sogenor
FR	NL	Sogeti Ingénierie
FR	NL	SOPCZ
FR	NL	Sorapel
FR	NL	Spie Batignolles
FR	NL	Sté Nationale de Façonnage
FR	NL	STPEE
FR	NL	Syndex
FR	NL	Techniques de Prod. en Condit.
FR	NL	Théâtre 95
FR	NL	Titi Floris
FR	NL	Tri Vallées
FR	NL	UTB
FR	NL	UTP Construction

GREECE

GR	L	Aegean Airlines
GR	L	Alpha Bank
GR	L	Anek Lines
GR	L	Athens Water Supply
GR	L	Attica Bank
GR	L	Attica Holdings
GR	L	Autohellas
GR	L	Coca-Cola Hellenic Bottling
GR	L	Creta Farm
GR	L	EFG Eurobank Ergasias
GR	L	Ellaktor
GR	L	Folli Follie
GR	L	Forthnet
GR	L	Fourlis
GR	L	Frigoglass
GR	L	GEK Terna
GR	L	Gr. Sarantis
GR	L	Halcor Metal Works
GR	L	Hellenic Exchanges Holding
GR	L	Hellenic Petroleum
GR	L	Hellenic Telecom OTE
GR	L	Heracles General Cement
GR	L	Hygeia Center
GR	L	Iaso
GR	L	Intracom
GR	L	Intralot
GR	L	J&P Avax
GR	L	Jumbo

GR	L	Karelia Tobacco
GR	L	Lambrakis Press
GR	L	Lamda Development
GR	L	M.J. Maillis
GR	L	Marfin Investment Group
GR	L	Metka
GR	L	Miller Group
GR	L	Motor Oil (Hellas) Corinth Refin.
GR	L	Mytilineos Holdings
GR	L	National Bank of Greece
GR	L	Nireus
GR	L	Opap
GR	L	Piraeus Bank
GR	L	Piraeus Port Authority
GR	L	Public Power Corporation
GR	L	Quest
GR	L	S&B Industrial Minerals
GR	L	Sfakianakis
GR	L	Sidenor
GR	L	Technical Olympic
GR	L	Terna Energy
GR	L	Thessaloniki Port Authority
GR	L	Thessaloniki Water
GR	L	Titan Cement
GR	L	Viohalco

CROATIA

HR	L	Adris
HR	L	Atlantic Grupa
HR	L	Croatia Osiguranje
HR	L	Dalekovod
HR	L	Hrvatski Telekom
HR	L	Industrija Nafta
HR	L	Jadranski Naftovod
HR	L	Koncar
HR	L	Konzum
HR	L	Podravka
HR	L	Privredna Banka Zagreb
HR	L	Zagrebacka Banka

HUNGARY

HU	L	Any
HU	L	Danubius
HU	L	Egis
HU	L	FHB
HU	L	Magyar Telekom
HU	L	MOL
HU	L	OTP Banka
HU	L	Richter
HU	L	TVK
HU	NL	Erdert
HU	NL	Herend Manufactory
HU	NL	Marylla
HU	NL	Masped
HU	NL	Pécsi Geodéziai
HU	NL	Pemü
HU	NL	Rehab
HU	NL	Uvaterv

IRELAND

IE	L	Abbey
IE	L	Aer Lingus
IE	L	Allied Irish Banks
IE	L	Bank of Ireland
IE	L	C&C Group
IE	L	CPL Resources
IE	L	CRH
IE	L	DCC
IE	L	Elan Corporation
IE	L	FBD Holdings
IE	L	Fyffes
IE	L	Glanbia
IE	L	Grafton Group
IE	L	Greencore
IE	L	Icon Clinical

IE	L	Independent News & Media
IE	L	Irish Continental Group
IE	L	Kenmare Resources
IE	L	Kerry Group
IE	L	Kingspan Group
IE	L	Origin Enterprises
IE	L	Paddy Power
IE	L	Permanent TSB
IE	L	Petroceltic International
IE	L	Providence Resources
IE	L	Readymix
IE	L	Ryanair Holdings
IE	L	Smurfit Kappa Group
IE	L	Total Produce
IE	L	United Drug
IE	L	Vislink
IE	NL	Eircom

ICELAND

IS	L	Eimskip
IS	L	Hagar
IS	L	Icelandair
IS	L	Marel
IS	L	Össur

ITALY

IT	L	A2A
IT	L	Acea
IT	L	AcegasAps
IT	L	Acotel
IT	L	Acque Potabili
IT	L	Aedes
IT	L	Alerion
IT	L	Amplifon
IT	L	Ansaldo STS
IT	L	Antichi Pellettieri
IT	L	Apulia Prontoprestito
IT	L	Ascopiave
IT	L	Astaldi
IT	L	Atlantia
IT	L	Autogrill
IT	L	Autostrada Torino Milano
IT	L	Azimut Holding
IT	L	Banca Carige
IT	L	Banca Finnat
IT	L	Banca Generali
IT	L	Banca IFIS
IT	L	Banca MPS
IT	L	Banca Pop Emil Romagna
IT	L	Banca Pop Etrur Lazio
IT	L	Banca Pop Milano
IT	L	Banca Pop Sondrio
IT	L	Banca Pop Spoleto
IT	L	Banca Profilo
IT	L	Banco Desio Brianza
IT	L	Banco Pop Italiana
IT	L	Bastogi
IT	L	Beghelli
IT	L	Benetton
IT	L	Beni Stabili
IT	L	Biesse
IT	L	Bonifiche Ferraresi
IT	L	Brembo
IT	L	Brunello Cucinelli
IT	L	Buongiorno Vitaminic
IT	L	Buzzi Unicem
IT	L	Cairo Communication
IT	L	Caltagirone Editore
IT	L	Camfin
IT	L	Campari
IT	L	Carraro
IT	L	Cattolica Assicurazioni
IT	L	Cementir
IT	L	CIR Compagnie Industriali Riunite
IT	L	Class Editori
IT	L	Cofide

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IT L Cosmo
 IT L Credem
 IT L Credito Artigiano
 IT L Credito Bergamasco
 IT L Credito Valtellinese
 IT L Dada
 IT L Danieli
 IT L Datalogic
 IT L De Longhi
 IT L Diasorin
 IT L Edison
 IT L EEMS Italia
 IT L El Towers
 IT L Elica
 IT L Enel
 IT L Enel Green Power
 IT L Engineering Ingegneria
 IT L Eni
 IT L ERG
 IT L Esprinet
 IT L Falck Renewables
 IT L Fiat
 IT L Fiat Industrial
 IT L Fiera Milano
 IT L Finmeccanica
 IT L Fondiaria-SAI
 IT L Gas Plus
 IT L Generali Assicurazioni
 IT L Geox
 IT L Gruppo Editoriale l'Espresso
 IT L Hera
 IT L IGD
 IT L Il Sole 24 Ore
 IT L IMA
 IT L Immsi
 IT L Impregilo
 IT L Indesit
 IT L Interpump Group
 IT L Intesa San Paolo
 IT L Iren
 IT L Italcementi
 IT L Italmobiliare
 IT L IVS Group
 IT L Juventus FC
 IT L KME Group
 IT L Landi Renzo
 IT L Lottomatica
 IT L Luxottica
 IT L Maire Tecnimont
 IT L Marcolin
 IT L Marr
 IT L Mediaset
 IT L Mediobanca
 IT L Mediolanum
 IT L Milano Assicurazioni
 IT L Moleskine
 IT L Mondadori Editore
 IT L Nice
 IT L Panariagroup
 IT L Parmalat
 IT L Piaggio
 IT L Pininfarina
 IT L Pirelli
 IT L Poligrafici Editoriale
 IT L Poltrona Frau
 IT L Prada
 IT L Prelios
 IT L Premafin
 IT L Premuda
 IT L Prysmian
 IT L RCS MediaGroup
 IT L Recordati
 IT L Reply
 IT L Risanamento
 IT L Sabaf
 IT L Saes Getters
 IT L Safilo Group

IT L Saipem
 IT L Salvatore Ferragamo
 IT L Saras
 IT L Save
 IT L Seat Pagine Gialle
 IT L SIAS
 IT L SNAI
 IT L Snam
 IT L Sogefi
 IT L Sol
 IT L Sorin
 IT L Stefanel
 IT L Tamburi
 IT L Telecom Italia
 IT L Telecom Italia Media
 IT L Terna
 IT L Tiscali
 IT L Tod's
 IT L Trevi
 IT L UBI Banca
 IT L UniCredit
 IT L Unipol
 IT L Vianini Lavori
 IT L Vittoria Assicurazioni
 IT L Yoox
 IT L Zignago Vetro
 IT NL 3elle La Lavorazione del Legno
 IT NL CCPL
 IT NL CEA – Coop Edile Appennino
 IT NL Cefla
 IT NL Cercostruzioni
 IT NL Cisagest Selin
 IT NL CMSA - Coop Muratori St.ed Af.
 IT NL Colser Servizi
 IT NL Conast
 IT NL Conscoop
 IT NL Consorzio Coop Costruzioni
 IT NL Consorzio Etruria
 IT NL Coop Costruzioni
 IT NL Coop Italiana di Ristorazione
 IT NL Coop Muratori e Braccianti di C
 IT NL Cooperativa Ceramica d'Imola
 IT NL Cooperativa di Costruzioni
 IT NL Cooperativa Muratori e Cementisti
 IT NL Coopsette
 IT NL Cormo
 IT NL CPL Concordia
 IT NL Edil Atellana
 IT NL Formula Servizi
 IT NL ICEL
 IT NL ITER
 IT NL IVV Industria Vetraria Valdarnese
 IT NL La Cascina
 IT NL Lavoro e Servizi Valsugana
 IT NL Manutencoop
 IT NL Meridionale Servizi
 IT NL Servizio Autonoleggio con Autista
 IT NL Sacmi
 IT NL Societa Autocooperative Trasporti
 IT NL Sorgeva
 IT NL Team Service
 IT NL Unieco

LITUANIA

LT L Lesto
 LT L Lietuvos Dujos
 LT L Lietuvos Energija
 LT L Litgrid
 LT L Rokiskio Suris
 LT L Teo
 LT L Ukio Bankas

LUXEMBURG

LU L Aperam
 LU L D'Amico
 LU L Foyer

LU L Gagfah
 LU L L'Occitane International
 LU L Logwin
 LU L RTL Group
 LU L SAF-Holland
 LU L SES
 LU L Tenaris

LATVIA

LV L Latvijas Gaze
 LV L Latvijas Kunieciba
 LV L Ventspils Nafta

MALTA

MT L Bank of Valletta
 MT L FIMBank
 MT L GO
 MT L HSBC Bank Malta Plc
 MT L International Hotels Investments

NETHERLANDS

NL L Aalberts
 NL L Accell
 NL L Aegon
 NL L AerCap
 NL L Ahold
 NL L Akzo Nobel
 NL L AMG
 NL L Amsterdam Commodities
 NL L Arcadis
 NL L ArcelorMittal
 NL L ASM International
 NL L ASML
 NL L Ballast Nedam
 NL L BAM
 NL L Besi
 NL L Beter Bed
 NL L Boskalis
 NL L Brunel
 NL L CNH Global
 NL L Corio
 NL L CSM
 NL L Delta Lloyd
 NL L DSM
 NL L EADS
 NL L Eurocommercial Properties
 NL L Exact
 NL L Fugro
 NL L Funcom
 NL L Gemalto
 NL L Grontmij
 NL L Heijmans
 NL L Heineken
 NL L HES
 NL L Holland Colours
 NL L Hunter Douglas
 NL L ING
 NL L Interxion
 NL L Kardan
 NL L Kas Bank
 NL L Kendrion
 NL L KPN
 NL L LBi International
 NL L Macintosh
 NL L Mediq
 NL L Nedap
 NL L Nielsen Holdings
 NL L Nieuwe Steen
 NL L Nutreco
 NL L Ordina
 NL L Pharming
 NL L Philips Electronics
 NL L PostNL
 NL L Qiagen
 NL L Randstad

NL	L	Reed Elsevier NV	NO	L	Leroy Seafood	PL	L	Ciech
NL	L	Royal Imtech	NO	L	Marine Harvest	PL	L	Cinema City International
NL	L	SBM Offshore	NO	L	Morpol	PL	L	ComArch
NL	L	Sligro	NO	L	Nordic Semiconductor	PL	L	Cyfrowy Polsat
NL	L	SNS Reaal	NO	L	Norse Energy	PL	L	Dom Maklerski IDM
NL	L	Stern	NO	L	Norsk Hydro	PL	L	DomDevelopment
NL	L	STMicroelectronics	NO	L	Norske Skogindustrier	PL	L	Echo
NL	L	Telegraaf	NO	L	Norwegian Air Shuttle	PL	L	Elektrobudowa
NL	L	Ten Cate	NO	L	Norwegian Energy Company	PL	L	Emperia
NL	L	TKH	NO	L	Odfjell	PL	L	Enea
NL	L	TNT Express	NO	L	Olav Thon Eiendoms	PL	L	Erbud
NL	L	TomTom	NO	L	Opera Software	PL	L	Eurocash
NL	L	Tornier	NO	L	Orkla	PL	L	Famur
NL	L	Unilever NV	NO	L	Petroleum Geo-Services	PL	L	Farmacol
NL	L	Unit 4 Agresso	NO	L	Petrolia	PL	L	Firma Oponiarska Debica
NL	L	USG People	NO	L	Polaris Media	PL	L	Gant
NL	L	Van Lanschot	NO	L	Pronova BioPharma	PL	L	Getin Holding
NL	L	Vopak	NO	L	Prosafe	PL	L	Getin Noble Bank
NL	L	Wavin	NO	L	Q-Free	PL	L	Gielda Papierow
NL	L	Wegener	NO	L	Rem Offshore	PL	L	Globe Trade Centre
NL	L	Wessanen	NO	L	Renewable Energy	PL	L	Grupa Kety
NL	L	Wolters Kluwer	NO	L	Reservoir Exploration	PL	L	Grupa Lotos
NL	L	Ziggo	NO	L	Rieber and Son	PL	L	Grupa Zywiec
NL	NL	Atrive	NO	L	Royal Caribbean Cruises	PL	L	Hydrobudowa Polska
NL	NL	Goudappel	NO	L	SalMar	PL	L	Integer.pl
NL	NL	Movares	NO	L	Scana Industrier	PL	L	Inter Cars
NL	NL	Witteveen en Bos	NO	L	Schibsted	PL	L	J.W. Construction
			NO	L	SeaBird Exploration	PL	L	Jastrzebska Spolka Weglowa
			NO	L	SeaDrill	PL	L	KGHM
			NO	L	Sevan Drilling	PL	L	Koelner
			NO	L	Sevan Marine	PL	L	Kofola
			NO	L	Siem Offshore	PL	L	Kopex
			NO	L	Solstad Offshore	PL	L	Kredyt Bank
			NO	L	Songa Offshore	PL	L	Kruk
			NO	L	Sparebank 1 N.-Norge	PL	L	LC Corp
			NO	L	SpareBank 1 Ringerike Hadeland	PL	L	LPP
			NO	L	Sparebank 1 SMN	PL	L	Mercor
			NO	L	Sparebank 1 SR Bank	PL	L	Mostostal Warsaw
			NO	L	Sparebanken More	PL	L	Mostostal Zabrze
			NO	L	Spectrum	PL	L	Netia
			NO	L	Statoil	PL	L	NFI Empik M&F
			NO	L	Statoil Fuel & Retail	PL	L	NG2
			NO	L	Stolt-Nielsen	PL	L	Orbis
			NO	L	Storebrand	PL	L	Pelion
			NO	L	Subsea 7	PL	L	Petrolinvest
			NO	L	Telenor	PL	L	Pfleiderer Grajewo
			NO	L	TGS Nopec Geophys.	PL	L	PGE Polska Grupa Energetyczna
			NO	L	Tomra Systems	PL	L	Pol-Aqua
			NO	L	TTS Marine	PL	L	Polimex Mostostal
			NO	L	Veidekke	PL	L	PolNord
			NO	L	Wilh. Wilhelmsen	PL	L	Polski Koncern Naftowy
			NO	L	Yara International	PL	L	Polskie Gornictwo Naft.
			NO	NL	Kantega	PL	L	Powszechna Kasa PKO Bank Pol.
						PL	L	Powszechny Zaklad U.
						PL	L	Rafako
						PL	L	Rovese
						PL	L	Snieszka
						PL	L	Stalprodukt
						PL	L	Synthos
						PL	L	Tauron Polska Energia
						PL	L	Telekomunikacja Polska
						PL	L	Towarzystwo Ubezpieczeniowe
						PL	L	TVN
						PL	L	Ulma
						PL	L	Vistula
						PL	L	Wawel
						PL	L	Zaklady Azotowe Pulawy
						PL	L	Zaklady Chemiczne Police
						PL	L	Zaklady Kruszwica
						PL	L	Zaklady Lentex
						PL	L	Zelmer
						PL	L	Zepak
						PL	L	Zespol Elektrocieplowni Kogener.
	</							

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PORTUGAL

PT	L	Altri
PT	L	Banco BPI
PT	L	Banco Comercial Portugues
PT	L	Banco Espirito Santo
PT	L	Banif
PT	L	Brisa
PT	L	Cimpor
PT	L	Cofina
PT	L	Corticeira Amorim
PT	L	EDP
PT	L	EDP Renovaveis
PT	L	Galp Energia
PT	L	Global Intelligent Tech
PT	L	Grupo Soares
PT	L	Ibersol
PT	L	Impresa
PT	L	Jeronimo Martins
PT	L	Martifer
PT	L	Media Capital
PT	L	Mota-Engil
PT	L	Novabase
PT	L	Portucel
PT	L	Portugal Telecom
PT	L	REN
PT	L	SAG
PT	L	Semapa
PT	L	Sonae
PT	L	Sonae Industria
PT	L	Sonaecom
PT	L	Teixeira Duarte
PT	L	Zon Multimedia

ROMANIA

RO	L	Alro Slatina
RO	L	Antibiotice Iasi
RO	L	Azomures
RO	L	Banca Transilvania Cluj Napoca
RO	L	BRD-Société Générale Bucuresti
RO	L	CNTEE Transelectrica Bucuresti
RO	L	Oltchim RM Valcea
RO	L	OMV Petrom
RO	L	Rompetrol Rafinare Constanta
RO	L	SNTGN Transgaz

SLOVAKIA

SK	L	Best Hotel Propert.
SK	L	OTP Banka
SK	L	Slovnaft
SK	L	Tatra banka
SK	L	Tatry Mountain Resorts
SK	L	Vseobecna Uverova Banka
SK	NL	Kovotvar Kutý
SK	NL	Vzor

SLOVENIA

SL	L	Abanka
SL	L	Aerodrom Ljubljana
SL	L	Gorenje
SL	L	Helios Domzale
SL	L	Intereuropa
SL	L	Istrabenz
SL	L	KRKA
SL	L	Luka Koper
SL	L	Mercator
SL	L	Nova KBM
SL	L	Petrol
SL	L	Pivovarna Lasko
SL	L	Sava
SL	L	Telekom Slovenije
SL	L	Zavarovalnica Triglav
SL	NL	Domet
SL	NL	ETI Elektroelement
SL	NL	Etiketa

SL	NL	Kovinoplastika
SL	NL	Merkur
SL	NL	Odeja

SWEDEN

SV	L	AarhusKarlshamn
SV	L	Active Biotech
SV	L	Addtech
SV	L	AF Consult
SV	L	Alfa Laval
SV	L	Amasten
SV	L	Anoto Group
SV	L	Assa Abloy
SV	L	Atlas Copco
SV	L	Atrium Ljungberg
SV	L	Autoliv
SV	L	Avanza
SV	L	Axfood
SV	L	Axis
SV	L	B&B Tools
SV	L	BE Group
SV	L	Beijer
SV	L	Beijer Alma
SV	L	Betsson
SV	L	Bilia
SV	L	Billerud
SV	L	BioGaia
SV	L	BioInvent International
SV	L	Boliden
SV	L	Byggmax
SV	L	Castellum
SV	L	Cdon Group
SV	L	Cision
SV	L	Clas Ohlson
SV	L	Cloetta
SV	L	Concentric
SV	L	Concordia Maritime
SV	L	Diamyd Medical
SV	L	Duni
SV	L	Electrolux
SV	L	Elekta
SV	L	Eniro
SV	L	Ericsson
SV	L	Fabege
SV	L	Fagerhult
SV	L	FastPartner
SV	L	Fenix Outdoor
SV	L	Getinge
SV	L	Gunnebo
SV	L	Haldex
SV	L	Heba Fastighets
SV	L	Hemtex
SV	L	Hennes and Mauritz
SV	L	Hexagon
SV	L	Hexpol
SV	L	HiQ International
SV	L	Höganäs
SV	L	Holmen
SV	L	Hufvudstaden
SV	L	Husqvarna
SV	L	IFS
SV	L	Indutrade
SV	L	Intrum Justitia
SV	L	JM
SV	L	KappAhl
SV	L	Klövern
SV	L	Kungsleden
SV	L	Lagercrantz
SV	L	Latour
SV	L	Lindab
SV	L	Loomis
SV	L	Lundbergs
SV	L	Lundin Petroleum
SV	L	Meda
SV	L	Medivir
SV	L	Mekonomen

SV	L	Micronic Mydata
SV	L	Millicom
SV	L	Modern Times Group
SV	L	NCC
SV	L	Nederman
SV	L	Net Entertainment
SV	L	Net Insight
SV	L	New Wave Group
SV	L	NIBE
SV	L	Nobia
SV	L	Nolato
SV	L	Nordea Bank
SV	L	Nordic Mines
SV	L	Nordnet
SV	L	Orexo
SV	L	Oriflame
SV	L	PA Resources
SV	L	Peab
SV	L	Proffice
SV	L	Retail and Brands
SV	L	Rezidor Hotel Group
SV	L	Saab Technologies
SV	L	Sandvik
SV	L	SCA
SV	L	Scania
SV	L	SEB
SV	L	Sectra
SV	L	Securitas
SV	L	Skanska
SV	L	SKF
SV	L	SkiStar
SV	L	Sobi
SV	L	SSAB
SV	L	Studsvik
SV	L	Svenska Handelsbanken
SV	L	Sweco
SV	L	Swedbank
SV	L	Swedish Match
SV	L	Swedol
SV	L	Systemair
SV	L	Tele2
SV	L	TeliaSonera
SV	L	Tethys Oil
SV	L	TradeDoubler
SV	L	Transcom WorldWide
SV	L	Transmode
SV	L	Trelleborg
SV	L	Trigon Agri
SV	L	Unibet
SV	L	Volvo
SV	L	Wallenstam
SV	L	Wihlborgs Fastigheter

UNITED KINGDOM

UK	L	3i Group
UK	L	888 Holdings
UK	L	Abcam
UK	L	Accsys Technologies
UK	L	Admiral
UK	L	Advanced Computer Software
UK	L	Aegis
UK	L	AGA Rangemaster
UK	L	Aggreko
UK	L	Albemarle & Bond
UK	L	Alent
UK	L	Amec
UK	L	Amlin
UK	L	Andor Technology
UK	L	Anglo American
UK	L	Anite
UK	L	Antisoma
UK	L	Ark Therapeutics
UK	L	Arm Holdings
UK	L	Ashley (Laura)
UK	L	Ashtead
UK	L	ASOS

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UK	L	AssetCo	UK	L	Cobham	UK	L	Halma
UK	L	Associated British Foods	UK	L	Colt Telecom	UK	L	Hammerson
UK	L	Assura	UK	L	Compass	UK	L	Hansard Global
UK	L	AstraZeneca	UK	L	Computacenter	UK	L	Hardy Oil & Gas
UK	L	Atkins (WS)	UK	L	Consort Medical	UK	L	Hargreaves Services
UK	L	Aurelian Oil & Gas	UK	L	Corin	UK	L	Hays
UK	L	Avanti Communications	UK	L	Costain	UK	L	Headlam
UK	L	Aveva	UK	L	CPP Group	UK	L	Healthcare Locums
UK	L	Aviva	UK	L	Cranswick	UK	L	Helical Bar
UK	L	Avocet Mining	UK	L	Croda International	UK	L	Helphire
UK	L	AZ Electronic Materials	UK	L	CSR	UK	L	Henderson
UK	L	Babcock International	UK	L	Daily Mail & General	UK	L	Hibu
UK	L	BAE Systems	UK	L	Dairy Crest	UK	L	Hikma Pharmaceuticals
UK	L	Balfour Beatty	UK	L	Daisy Group	UK	L	Hill & Smith
UK	L	Barclays	UK	L	Dart	UK	L	Hilton Food
UK	L	Barr	UK	L	Darty	UK	L	Hiscox
UK	L	Barratt Developments	UK	L	De La Rue	UK	L	HMV
UK	L	BBA Aviation	UK	L	Debenhams	UK	L	Hochschild Mining
UK	L	Beazley	UK	L	Dechra Pharmaceuticals	UK	L	Hogg Robinson
UK	L	Bellway	UK	L	Derwent London	UK	L	Home Retail
UK	L	Berendsen	UK	L	Desire Petroleum	UK	L	Homeserve
UK	L	Berkeley	UK	L	Development Securities	UK	L	Howdens
UK	L	Betfair	UK	L	Devro	UK	L	HSBC
UK	L	BG Group	UK	L	Diageo	UK	L	Hunting
UK	L	BHP Billiton plc	UK	L	Dialight	UK	L	Huntsworth
UK	L	Big Yellow	UK	L	Dialog Semiconductor	UK	L	Hyder Consulting
UK	L	Blinkx	UK	L	Dignity	UK	L	Icap
UK	L	Bloomsbury Publishing	UK	L	Diploma	UK	L	IDOX
UK	L	Bodycote	UK	L	Direct Line Insurance	UK	L	IG Group
UK	L	Booker	UK	L	Dixons Retail	UK	L	IGas Energy
UK	L	Boot (Henry)	UK	L	Domino Printing Sciences	UK	L	Imagination Technologies
UK	L	Borders & Southern Petroleum	UK	L	Dominos Pizza	UK	L	IMI
UK	L	Bovis Homes	UK	L	Drax	UK	L	Immunodiagnostic Systems
UK	L	BowLeven	UK	L	Dunelm	UK	L	Impellam
UK	L	BP	UK	L	e2v Technologies	UK	L	Imperial Tobacco
UK	L	Brammer	UK	L	easyJet	UK	L	Inchcape
UK	L	Brewin Dolphin	UK	L	Egdon Resources	UK	L	Informa
UK	L	British American Tobacco	UK	L	Electrocomponents	UK	L	Inmarsat
UK	L	British Land	UK	L	Elementis	UK	L	Innovation
UK	L	British Polythene Industries	UK	L	Emis Group	UK	L	InterContinental Hotels
UK	L	British Sky Broadcasting	UK	L	ENK (ex-European Nickel)	UK	L	Intermediate Capital
UK	L	Britvic	UK	L	EnQuest	UK	L	International Greetings
UK	L	Brown (N)	UK	L	Enterprise Inns	UK	L	International Personal Finance
UK	L	BT	UK	L	Eros International	UK	L	International Power
UK	L	BTG	UK	L	Essentra	UK	L	Interserve
UK	L	Bunzl	UK	L	esure Group	UK	L	Intertek
UK	L	Burberry	UK	L	Euromoney Institutional Investor	UK	L	Intu
UK	L	Bwin.party	UK	L	European Islamic Investment Bk	UK	L	Invensys
UK	L	Cable & Wireless Comm.	UK	L	Experian	UK	L	Investec plc
UK	L	Cable & Wireless Worldwide	UK	L	F&C Asset Management	UK	L	Iofina
UK	L	Cairn Energy	UK	L	Fairpoint	UK	L	Iomart Group
UK	L	Camellia	UK	L	Faroe Petroleum	UK	L	IP Group
UK	L	Cape	UK	L	Fenner	UK	L	IQE
UK	L	Capita	UK	L	Fiberweb	UK	L	ITE
UK	L	Capital & Counties Properties	UK	L	Fidessa	UK	L	ITM Power
UK	L	Capital & Regional	UK	L	Findel	UK	L	ITV
UK	L	Carclo	UK	L	FirstGroup	UK	L	James Halstead
UK	L	CareTech	UK	L	Fisher	UK	L	Jardine Lloyd Thompson
UK	L	Carillion	UK	L	French Connection	UK	L	JD Sports Fashion
UK	L	Carnival plc	UK	L	Fuller Smith & Turner	UK	L	JJB Sports
UK	L	Carpetright	UK	L	Future	UK	L	JKX Oil & Gas
UK	L	Carphone Warehouse	UK	L	G4S	UK	L	Johnson Matthey
UK	L	Centaur Media	UK	L	Galliford Try	UK	L	Johnson Service
UK	L	Centrica	UK	L	Games Workshop	UK	L	Johnston Press
UK	L	Ceres Power	UK	L	GCM Resources	UK	L	KCom
UK	L	Charles Stanley	UK	L	Genus	UK	L	Keller
UK	L	Charles Taylor Consulting	UK	L	GKN	UK	L	Kentz
UK	L	Chemring	UK	L	GlaxoSmithKline	UK	L	Kier
UK	L	Chesnara	UK	L	Glencore Xstrata	UK	L	Kingfisher
UK	L	Chime Communications	UK	L	Go-Ahead	UK	L	Kofax
UK	L	Cineworld Group	UK	L	Goals Soccer Centres	UK	L	Ladbrokes
UK	L	Circle Holdings	UK	L	Grainger	UK	L	Laird
UK	L	Clarkson	UK	L	Great Portland Estates	UK	L	Lamprell
UK	L	Clinigen	UK	L	Greene King	UK	L	Land Securities
UK	L	Close Brothers	UK	L	Greggs	UK	L	Lavendon
UK	L	CLS Holdings	UK	L	Guinness Peat	UK	L	Legal & General
UK	L	Coalfield Resources	UK	L	Halfords	UK	L	Lloyds Banking

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UK	L	Logica	UK	L	Pursuit Dynamics	UK	L	Sterling Energy
UK	L	London Security	UK	L	PV Crystalox	UK	L	Sthree
UK	L	London Stock Exchange	UK	L	PZ Cussons	UK	L	Stobart
UK	L	Lonmin	UK	L	QinetiQ	UK	L	STV
UK	L	Lookers	UK	L	Quindell Portfolio	UK	L	Styles & Wood
UK	L	Low & Bonar	UK	L	R.E.A.Holdings	UK	L	SuperGroup
UK	L	LSL Property Services	UK	L	Rank Group	UK	L	Sweett
UK	L	M.P. Evans	UK	L	Rathbones	UK	L	Synergy Health
UK	L	Majestic Wine	UK	L	Reckitt Benckiser	UK	L	Synthomer
UK	L	Man Group	UK	L	Record	UK	L	TalkTalk Telecom
UK	L	Management Consulting	UK	L	Redrow	UK	L	Tanfield
UK	L	Manganese Bronze Holding	UK	L	Reed Elsevier plc	UK	L	Tarsus
UK	L	Marks & Spencer	UK	L	Regal Petroleum	UK	L	Tate & Lyle
UK	L	Marshall's	UK	L	Regus	UK	L	Taylor Wimpey
UK	L	Marston's	UK	L	Renishaw	UK	L	Ted Baker
UK	L	Max Petroleum	UK	L	Renovo	UK	L	Telecity
UK	L	May Gurney	UK	L	Rentokil Initial	UK	L	Telecom plus
UK	L	McBride	UK	L	Restaurant Group	UK	L	Telford Homes
UK	L	McKay Securities	UK	L	Rexam	UK	L	Terrace Hill
UK	L	Mears	UK	L	Ricardo	UK	L	Tesco
UK	L	Mecom	UK	L	Rightmove	UK	L	Thomas Cook
UK	L	Meggitt	UK	L	Rio Tinto	UK	L	Titan Europe
UK	L	Melrose	UK	L	RM	UK	L	Topps Tiles
UK	L	Melrose Resources	UK	L	Robert Walters	UK	L	Travis Perkins
UK	L	Menzies (John)	UK	L	Rockhopper Exploration	UK	L	Trinity Mirror
UK	L	Michael Page	UK	L	Rolls-Royce	UK	L	TT Electronics
UK	L	Micro Focus	UK	L	Rotork	UK	L	TUI Travel
UK	L	Millennium & Cophorne	UK	L	Royal Bank of Scotland	UK	L	Tullett Prebon
UK	L	Mitchells & Butlers	UK	L	Royal Dutch Shell	UK	L	Tullow Oil
UK	L	Mitie	UK	L	RPC	UK	L	Tyman
UK	L	Mondi	UK	L	RPS	UK	L	UBM
UK	L	Moneysupermarket.com	UK	L	RSA Insurance	UK	L	UK Mail
UK	L	Monitise	UK	L	RWS Holdings	UK	L	Ultra Electronics
UK	L	Morgan Advanced Materials	UK	L	SABMiller	UK	L	Unilever plc
UK	L	Morgan Sindall	UK	L	Sage	UK	L	Unite Group
UK	L	Morrisons	UK	L	Sainsbury	UK	L	United Utilities
UK	L	Mothercare	UK	L	Salamander Energy	UK	L	UTV Media
UK	L	Mulberry Group	UK	L	San Leon Energy	UK	L	Valiant Petroleum
UK	L	Nanoco	UK	L	Savills	UK	L	Vectura
UK	L	National Express	UK	L	Scottish & Southern Energy	UK	L	Vedanta Resources
UK	L	National Grid	UK	L	SDL	UK	L	Velocys
UK	L	NCC Group	UK	L	Secure Trust Bank	UK	L	Vernalis
UK	L	Next	UK	L	Segro	UK	L	Vesuvius
UK	L	Nichols	UK	L	Senior	UK	L	Victrex
UK	L	Nighthawk Energy	UK	L	Serco	UK	L	Vitec
UK	L	Northgate	UK	L	Serica Energy	UK	L	Vodafone
UK	L	Novae	UK	L	Severfield-Rowen	UK	L	Volex
UK	L	Numis Corporation	UK	L	Severn Trent	UK	L	VP
UK	L	Ocado	UK	L	Shaftesbury	UK	L	Warner Estate
UK	L	Old Mutual	UK	L	Shanks	UK	L	Weir Group
UK	L	Ophir Energy	UK	L	Shire	UK	L	Wetherspoon
UK	L	Optimal Payments	UK	L	Shore Capital	UK	L	WH Smith
UK	L	Optos	UK	L	SIG	UK	L	Whitbread
UK	L	Oxford Advanced Surface	UK	L	Signet Jewelers	UK	L	William Hill
UK	L	Oxford Biomedica	UK	L	Skyepharma	UK	L	Williams Grand Prix
UK	L	Oxford Instruments	UK	L	Smart Metering Systems	UK	L	Wilmington
UK	L	Pace	UK	L	Smith & Nephew	UK	L	Wincanton
UK	L	Paragon	UK	L	Smith (DS)	UK	L	Wolfson Microelectronics
UK	L	PayPoint	UK	L	Smiths	UK	L	Wolseley
UK	L	Pearson	UK	L	Smiths News	UK	L	Wood Group (John)
UK	L	Pendragon	UK	L	Soco International	UK	L	WPP Group
UK	L	Pennon	UK	L	Songbird Estates	UK	L	WSP Group
UK	L	Perform Group	UK	L	Spectris	UK	L	Wyg
UK	L	Persimmon	UK	L	Speedy Hire	UK	L	Xaar
UK	L	Petrofac	UK	L	Speymill	UK	L	Xchanging
UK	L	Phoenix IT	UK	L	Spirax-Sarco Engineering	UK	L	Young's
UK	L	Photo-Me International	UK	L	Spirent	UK	L	ZincOx Resources
UK	L	Playtech	UK	L	Spirit Pub	UK	NL	Arup Group
UK	L	Premier Farnell	UK	L	Sportech	UK	NL	Bluefin Solutions – IT services
UK	L	Premier Foods	UK	L	Sportingbet	UK	NL	BOCM Pauls
UK	L	Premier Oil	UK	L	Sports Direct	UK	NL	Cambridge Nutritional Foods
UK	L	Prezzo	UK	L	St Ives	UK	NL	Central Surrey Health
UK	L	Promethean World	UK	L	St. James's Place	UK	NL	Childbase Partnership
UK	L	Provident Financial	UK	L	St. Modwen Properties	UK	NL	EA Technology
UK	L	Prudential	UK	L	Stagecoach	UK	NL	Edinburgh Bicycle Cooperative
UK	L	Psion	UK	L	Standard Chartered	UK	NL	Gripple
UK	L	Punch Taverns	UK	L	Standard Life	UK	NL	Highland Home Carers

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UK	NL	Ineos
UK	NL	John Lewis Partnership
UK	NL	Kite Packaging
UK	NL	Lindum Group
UK	NL	Loch Fyne Oysters
UK	NL	Mace Group
UK	NL	Make
UK	NL	Martin Currie
UK	NL	Miller Group
UK	NL	Mott MacDonald
UK	NL	PA Consulting Group
UK	NL	Palmer & Harvey, McLane
UK	NL	Parfett & Sons
UK	NL	Prospects
UK	NL	School Trends
UK	NL	Score
UK	NL	Scott & Fyfe
UK	NL	Scott Bader
UK	NL	Sheffield Forgemasters
UK	NL	Steer Davies Gleave
UK	NL	Stemcor
UK	NL	Suma
UK	NL	Sunderland Home Care
UK	NL	Swann-Morton
UK	NL	Tullis Russell
UK	NL	UBH International
UK	NL	Unipart
UK	NL	Wilkin & Sons

For all information

EFES - European Federation of Employee Share Ownership

FEAS - Fédération Européenne de l'Actionnariat Salarié

Avenue Voltaire 135, B-1030 Brussels

Tel: +32 (0)2 242 64 30 - Fax: +32 (0)2 808 30 33

E-mail: efes@efesonline.org

Web site: www.efesonline.org

The EFES' objective is to act as the umbrella organization of employee owners, companies and all persons, trade unions, experts, researchers, institutions looking to promote employee ownership and participation in Europe.

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