



FÉDÉRATION EUROPÉENNE DE L'ACTIONNARIAT SALARIÉ

RECENSEMENT
ÉCONOMIQUE ANNUEL
DE L'ACTIONNARIAT SALARIÉ
DANS LES PAYS EUROPÉENS

2022

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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2022

PAR
MARC MATHIEU
FÉDÉRATION EUROPÉENNE DE L'ACTIONNARIAT SALARIÉ

en partenariat avec



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INTRODUCTION

L'actionnariat salarié poursuit sa lente érosion en Europe. C'est ce que montrent tous les indicateurs significatifs. Seuls trois indicateurs font exception: la part détenue par les salariés, en pourcentages et en capitaux détenus, ainsi que le nombre d'entreprises qui se dotent de plans d'actionnariat salarié.

La part détenue par les salariés a grimpé à 3,26% et 447 milliards d'Euro en 2022, nouveaux chiffres records. **Heureux ceux qui ont pu bénéficier de plans d'actionnariat salarié!** Cependant, les dirigeants exécutifs se taillent la part du lion (1,63% et 224 milliards pour 9.600 personnes), alors que les salariés ordinaires piétinent (1,63% et 223 milliards pour 6,8 millions de salariés). Dès lors le déséquilibre continue à s'accroître entre la part détenue par les dirigeants exécutifs et celle des salariés ordinaires, l'actionnariat salarié démocratique. Dans les sociétés cotées européennes, la part détenue par les dirigeants exécutifs dépasse désormais nettement celle des salariés ordinaires (Graphique 11B), alors qu'il y a quinze ans encore les dirigeants ne détenaient ensemble que 1,06%, contre 1,60% pour les salariés ordinaires. Un petit groupe de 9.600 dirigeants (quatre en moyenne dans chaque entreprise), détient aujourd'hui davantage que les 34 millions de salariés des grandes entreprises européennes. Plus de 20 millions d'Euro en moyenne pour chaque dirigeant, 33.000 pour chaque actionnaire salarié ordinaire. Dans l'ensemble, la part détenue par les salariés ordinaires se situe aujourd'hui au même niveau qu'il y a quinze ans.

Les grandes entreprises européennes sont toujours plus nombreuses à se doter de plans d'actionnariat salarié (Table 1). En 2022, 95% des grandes entreprises avaient un actionnariat salarié, 88% organisaient des plans de toutes sortes, tandis que 57% avaient des plans pour tous et 54% des plans de stock options (Graphique 3). Enfin, 31% de toutes les grandes entreprises européennes ont lancé de nouveaux plans, une proportion qui a tendance à augmenter d'année en année (Graphique 9).

Ainsi l'année écoulée a encore une fois confirmé le fait: l'actionnariat salarié est bénéfique pour ceux qui y ont accès et il est souhaité par les entreprises.

Pourtant, l'actionnariat salarié démocratique a eu son pic en 2011 dans les grandes entreprises européennes et depuis, il ne cesse de se dégrader. Voici les principaux indicateurs de cette dégradation: La part détenue par les salariés ordinaires régresse, on l'a vu ci-dessus. Le nombre d'actionnaires salariés est en baisse. C'est le cas dans tous les pays européens (à l'exception notable de la Grande Bretagne). Une diminution apparaît aussi dans le nombre de grandes entreprises où la part détenue par les salariés est significative. En outre, la chute du taux de démocratisation de l'actionnariat salarié est dramatique depuis plus de dix ans. Ainsi se trouve à nouveau confirmé le fait que **l'actionnariat salarié est en danger en Europe. Il est de moins en moins démocratique.**

Le nombre d'actionnaires salariés a une nouvelle fois diminué l'an dernier. Il est plus bas aujourd'hui qu'il y a dix ans. 6,8 millions d'actionnaires salariés sont recensés à présent dans les grandes entreprises (Graphique 4). Si l'on y ajoute un million d'actionnaires salariés dans les PME, le nombre total en Europe n'atteint plus que 7,8 millions contre 8,3 millions en 2011 (Table 15). La diminution du nombre des actionnaires salariés touche tous les pays européens (-6% dans l'ensemble), à l'exception notable de la Grande Bretagne: -54% en Belgique, -30 à 40% en Irlande, en Autriche, au Portugal, -25% au Danemark, aux Pays-Bas, -3% en France (Graphique 38).

La chute du taux de démocratisation de l'actionnariat salarié est dramatique depuis dix ans. Elle a été particulièrement prononcée en France (Graphiques 5A et 5B). Ainsi en France, l'emploi a fortement augmenté dans les grandes entreprises, mais le nombre d'actionnaires salariés n'a pas suivi. En proportion du nombre de salariés, celui des actionnaires salariés atteignait 41,5% dans les grandes entreprises cotées françaises en 2010. Il n'est plus que de 32% en 2022, et 19% seulement en Europe. Si le taux de démocratisation avait pu être maintenu, la France devrait compter 3,5 millions d'actionnaires salariés aujourd'hui au lieu

des 2,8 millions recensés. Ainsi en terme de démocratisation, la France est en perte de 25% sur dix ans.

Pourquoi cette dégradation? Elle est le signe que les plans d'actionnariat salarié sont de moins en moins efficaces. Les politiques fiscales nationales qui les soutiennent ont atteint leurs limites.

En effet, promouvoir l'actionnariat salarié démocratique est un choix politique, il s'appuie généralement sur des encouragements fiscaux. Sans soutien, le salarié n'a généralement pas les moyens d'investir financièrement dans son entreprise. Cela, peu de pays le font efficacement (Graphique 25).

Au contraire, les moyens ne manquent pas aux dirigeants exécutifs. Les politiques publiques de soutien à l'actionnariat salarié, là où elles existent, ont-elles été mal calibrées, détournées à leur profit par les dirigeants? Non, ce n'est pas le cas. En effet on observe que dans les 1,63% détenus par les dirigeants, la part issue de l'exercice de stock options et autres plans d'actionnariat salarié est microscopique, elle ne représente que 0,05% (Table 18B).

Pourquoi les plans et les politiques d'actionnariat salarié sont de moins en moins efficaces dans les grandes entreprises? Parce qu'elles restent nationales, alors que les salariés des grandes entreprises sont de plus en plus basés en dehors de leur pays de base. C'est le phénomène bien connu de délocalisation des emplois.

Ainsi la part des salariés qui peut bénéficier des avantages des plans et des politiques se réduit de plus en plus. Il y a seize ans dans les grandes entreprises européennes, près d'un salarié sur deux était encore localisé dans le pays de base, là où il pouvait bénéficier des encouragements politiques de son pays. Aujourd'hui ce n'est plus vrai que pour un gros tiers des salariés, les deux autres sont hors pays de base (Graphique 77).

Ainsi globalement, les politiques d'actionnariat salarié, parce qu'elles sont restées nationales, ont perdu 30% de leur efficacité en quelques années. C'est ce qui explique pourquoi les efforts législatifs décidés récemment dans plusieurs pays (Loi Pacte en France, multiplication par quatre des incitants fiscaux en Allemagne) n'ont eu aucun impact significatif sur l'actionnariat salarié dans les grandes entreprises.

Ce constat sanctionne **l'échec de l'Europe à promouvoir une politique d'actionnariat salarié démocratique**, tandis qu'au contraire elle s'accommode de l'envolée des dirigeants exécutifs.

Table 1

	Actionnaires salariés (en milliers)	Part détenue par les salariés (en %)	Capitalisation détenue par les salariés (milliards €)	Entreprises avec actionnariat salarié	Entreprises avec plans pour tous	Entreprises avec plans de stock options	Entreprises ayant lancé de nouveaux plans
2006	6.280	2,37%	185	69,2%	34,9%	35,1%	
2007	6.643	2,68%	251	72,7%	36,8%	37,2%	16,7%
2008	7.011	2,78%	222	75,5%	38,0%	38,9%	22,2%
2009	7.126	3,00%	158	77,1%	39,1%	40,0%	19,8%
2010	7.262	2,91%	188	78,0%	39,6%	40,6%	18,3%
2011	7.274	3,01%	225	79,5%	40,4%	41,5%	21,0%
2012	7.059	2,92%	193	81,8%	41,2%	42,5%	20,9%
2013	6.758	3,16%	260	83,2%	42,0%	43,6%	20,4%
2014	6.738	3,11%	290	84,6%	43,1%	44,9%	21,6%
2015	6.729	3,09%	335	86,9%	44,9%	46,7%	24,0%
2016	6.726	3,20%	302	88,8%	46,4%	47,9%	24,1%
2017	6.771	3,17%	361	90,2%	48,1%	49,4%	26,9%
2018	6.802	3,04%	365	91,4%	49,9%	50,7%	27,9%
2019	7.018	3,01%	354	92,4%	51,7%	51,9%	28,3%
2020	7.079	3,22%	322	93,3%	53,1%	52,5%	27,0%
2021	6.889	3,31%	441	93,8%	54,9%	52,9%	29,8%
2022	6.826	3,26%	447	94,7%	57,1%	53,7%	30,9%

- **Gouvernance des entreprises et profit-sharing**

En plus de toute l'information sur l'actionnariat salarié et les plans d'actionnariat, ce Recensement comporte des chapitres sur la gouvernance, le profit-sharing et la structure de propriété des entreprises européennes (notamment la représentation des salariés dans les conseils).

- **Liste des cas remarquables de l'actionnariat salarié en Europe**

La liste des 113 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée [page 45](#).

- **Classements du TOP 100 Actionnariat Salarié Europe**

Les tableaux du TOP 100 Actionnariat Salarié sont établis sur base de deux classements des 100 plus grandes entreprises européennes pour leur actionnariat salarié ([page 50](#)).

- **Représentation des salariés dans les conseils**

La représentation des salariés dans les conseils d'administration ou de surveillance est de règle pour 49% des salariés des grandes entreprises européennes ([page 91](#)).

Et quant aux actionnaires salariés, ils sont représentés dans les conseils dans 13% des grandes entreprises françaises (celles-ci représentant 36% en termes d'emplois). En France, la représentation des actionnaires salariés dans les conseils est donc plus typique des très grandes entreprises. Cependant, cette représentation est beaucoup moins fréquente dans les autres pays européens.

- **Profit-sharing**

Sauf en France (où la loi le rend obligatoire), le profit-sharing n'est pratiqué que par un très petit nombre d'entreprises, - 6% de toutes les entreprises cotées ([page 109](#)).

- **Droits de vote de l'actionnariat salarié**

Dans la plupart des pays européens, aucune discrimination n'est faite en faveur ou à l'encontre des droits de vote de l'actionnariat salarié. Par contre, des discriminations significatives sont à constater dans six pays ([page 112](#)).

- **Les entreprises cotées et celles, non-cotées, contrôlées par les salariés**

Il a parfois été affirmé que les entreprises non-cotées contrôlées par leurs salariés auraient mieux résisté à la crise financière que les entreprises cotées en bourse. La comparaison systématique des deux groupes donne une meilleure information à ce propos ([page 115](#)).

- **Structure actionnariale des entreprises cotées européennes**

Ce Recensement donne une information sur l'existence ou non d'un actionnaire de contrôle dans chaque entreprise cotée européenne significative. Huit catégories d'actionnaires de contrôle sont identifiées: dirigeant exécutif, investisseur financier privé, famille, fondation, investisseur industriel, fondateurs, état, salariés. Le développement de l'actionnariat salarié est fortement influencé par l'existence ou non d'un actionnaire de contrôle ([page 128](#)).

- **Ancrage et délocalisation des grandes entreprises européennes**

La tendance à la délocalisation des emplois des grandes entreprises européennes influence négativement la démocratisation de l'actionnariat salarié en Europe ([page 139](#)).

- **Méthodologie et base de données des entreprises européennes**

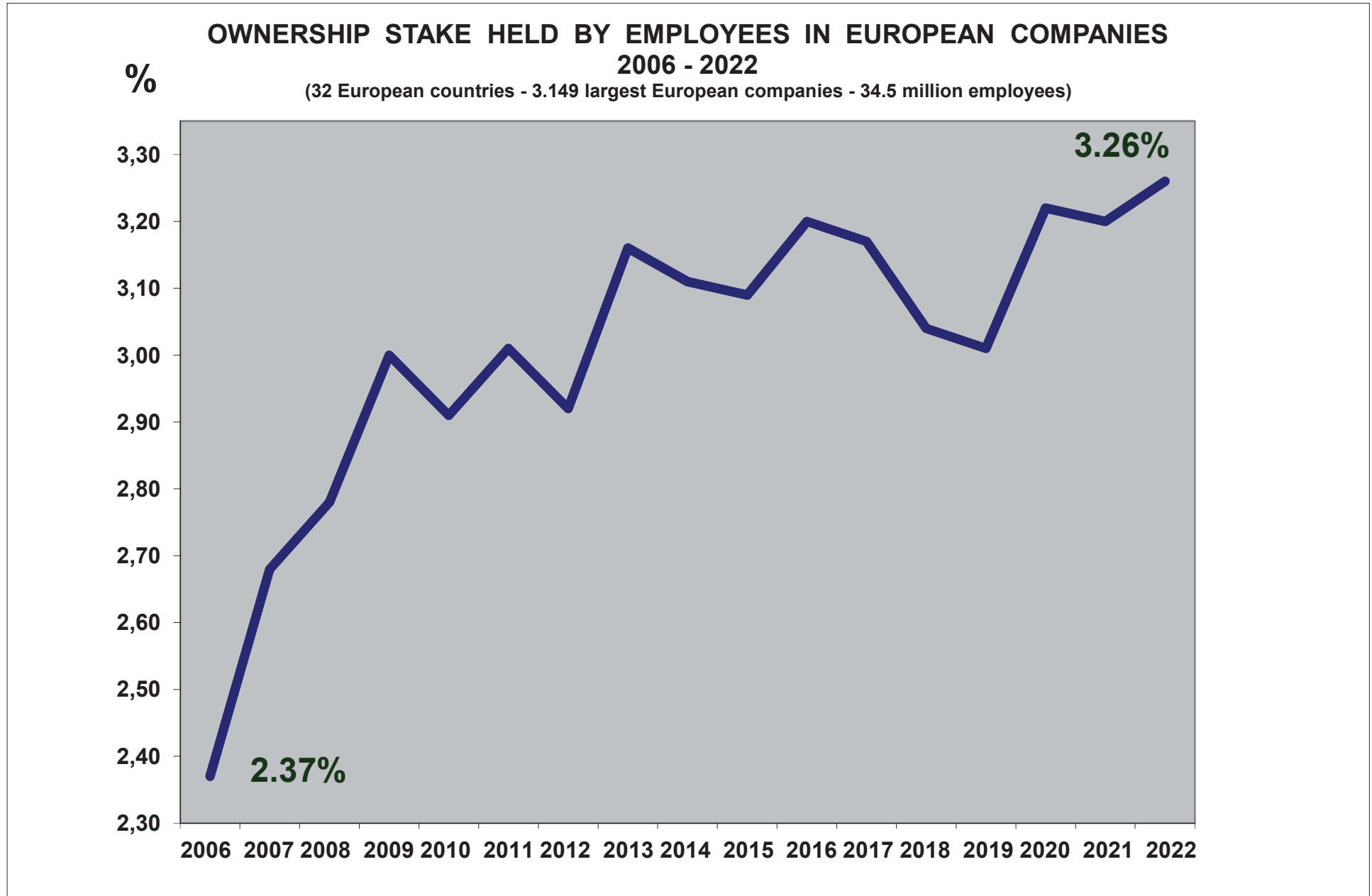
Ce Recensement est basé sur une base de données complète de toutes les grandes entreprises cotées européennes et de toutes les grandes entreprises non-cotées contrôlées majoritairement par leurs salariés ([page 148](#)).

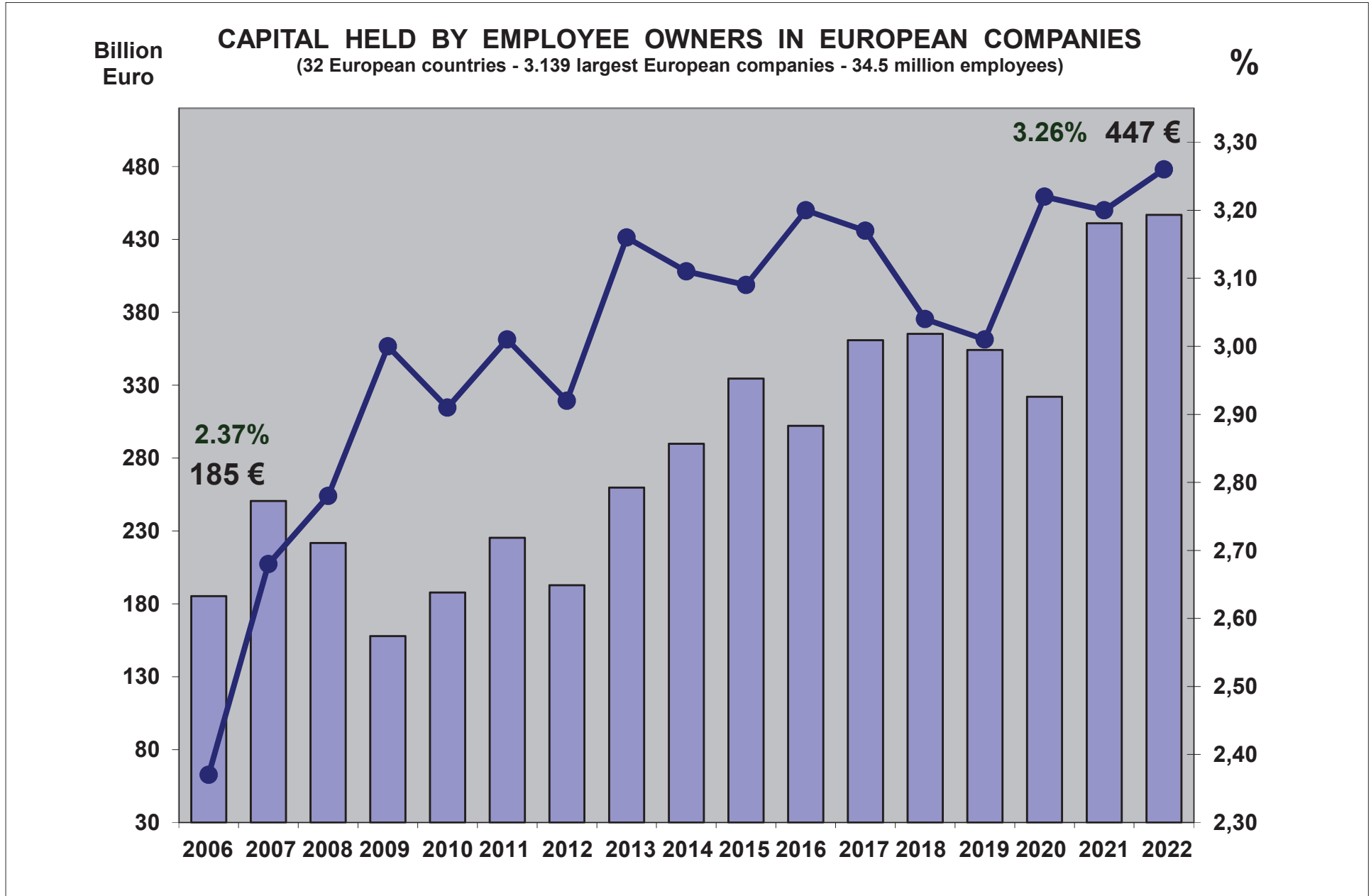
ÉVOLUTION
DE L'ACTIONNARIAT SALARIÉ
EN EUROPE

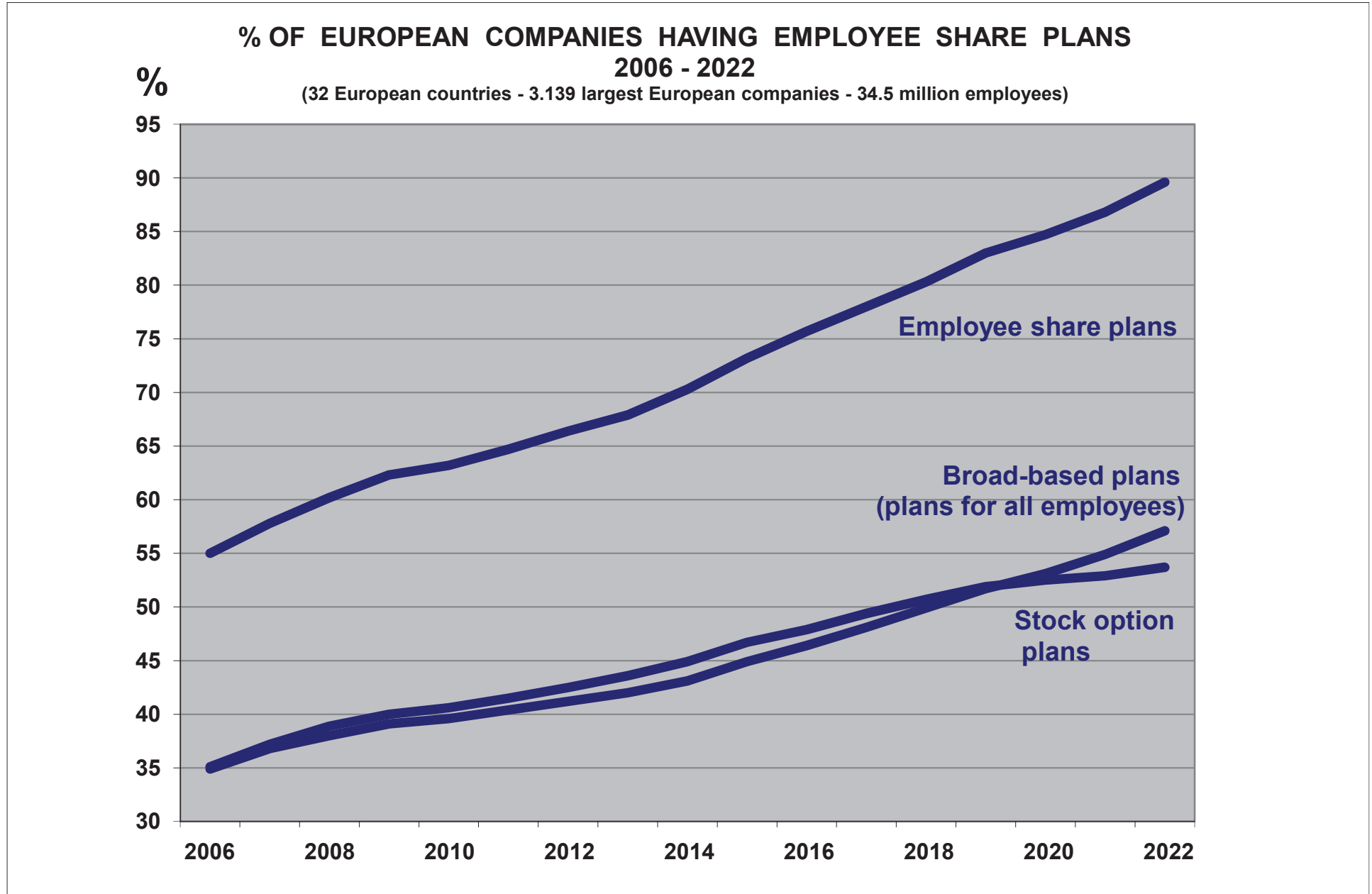
2006-2022

EVOLUTION DE L'ACTIONNARIAT SALARIE EN EUROPE

- Il est remarquable de voir que la part détenue par les salariés dans les grandes entreprises européennes a poursuivi sa croissance même à travers les crises, de 2,37% en 2006 à 3,26% en 2022 (Graphique 1), soit 447 milliards d'Euro en mai 2022 (Graphique 2), **montant record jamais atteint auparavant**.
- Les grandes entreprises européennes dotées de plans d'actionnariat salarié ont augmenté sans discontinuer en nombre et en pourcentage: 90% ont des plans d'actionnariat salarié en 2022, 54% ont des plans de stock-options et 57% ont des plans pour tous les salariés contre 35% en 2006. Une accélération est observée depuis six ans pour les plans "pour tous", et une légère décélération pour les plans de stock-options (Graphique 3).
- Cependant **le nombre d'actionnaires salariés et la démocratisation de l'actionnariat salarié sont l'un et l'autre en déclin**. Le nombre d'actionnaires salariés a diminué de 2011 à 2014 avant de rebondir, mais une nouvelle chute est intervenue depuis 2020 (Graphique 4). Le nombre d'actionnaires salariés est donc plus bas aujourd'hui que dix ans auparavant, alors que le nombre de salariés a fort augmenté dans le même temps.
- Le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salariés parmi l'ensemble des salariés) a baissé sérieusement, de 23,8% en 2010 à 18,7% en 2022 (Graphique 5A).
- De plus, un divorce était apparu entre le Royaume Uni et l'Europe continentale. Une chute sous les 20% était observée sur le continent, tandis qu'à l'inverse, le taux de démocratisation est grimpé à 27% outre-Manche (Graphique 6). Le rôle de politiques économiques divergentes était mis en cause: Le Royaume Uni faisait le choix d'incitants plus volontaires pour en faveur de l'actionnariat des salariés alors que les hésitations prévalaient sur le continent.
- Une nouvelle baisse du taux de démocratisation s'est produite sur le continent depuis 2014 (même après la fin des tergiversations politiques en France), en particulier dans les grandes entreprises françaises. Cette accentuation résulte de la dynamique particulière de l'emploi dans les grandes entreprises cotées en France. En effet, le taux de croissance de l'emploi au cours des dix dernières années a été nettement supérieur dans les entreprises cotées en France qu'en Allemagne et au Royaume Uni (Graphique 7). Cette croissance des emplois est intervenue principalement hors frontières, où l'extension des plans d'actionnariat salarié rencontre des freins qui ne permettent pas de suivre le même rythme, d'où la baisse du taux de démocratisation de l'actionnariat salarié dans les grandes entreprises françaises. En 2021, la pandémie et le Brexit ont interrompu la tendance générale à la délocalisation des emplois dans les grandes entreprises européennes, d'où une légère remontée du taux de démocratisation. Toutefois, sauf en Grande Bretagne, cette interruption n'a été que de courte durée. L'impact des délocalisations sur l'actionnariat salarié est mis en évidence ci-dessous dans un chapitre à part.
- La croissance de la part détenue par les salariés s'observe dans la plupart des grandes entreprises européennes. Ainsi le pourcentage de grandes entreprises où l'actionnariat salarié détient une part "significative" (une part de 1% ou plus) est passé de 49% en 2006 à 60% en 2022. Toutefois, il est en diminution depuis six ans maintenant (Graphique 8).
- La proportion de grandes entreprises qui ont lancé de nouveaux plans d'actionnariat salarié est en hausse avec 31% en 2022, soit un nouveau plan tous les 3 ans (Graphique 9).
- Les tableaux 2 à 14 résument les principales observations:
 - Sur l'actionnariat salarié en Europe de 2006 à 2022 (Tables 2-4).
 - Sur les grandes entreprises européennes: capitalisation et emplois (Tables 5-6).
 - Sur les plans d'actionnariat salarié (Tables 7-9).
 - Sur les parts détenues par les salariés de 2006 à 2022 et leur typologie (Tables 10-13).
 - Sur les entreprises cotées et non-cotées dans la base de données EFES (Table 14).

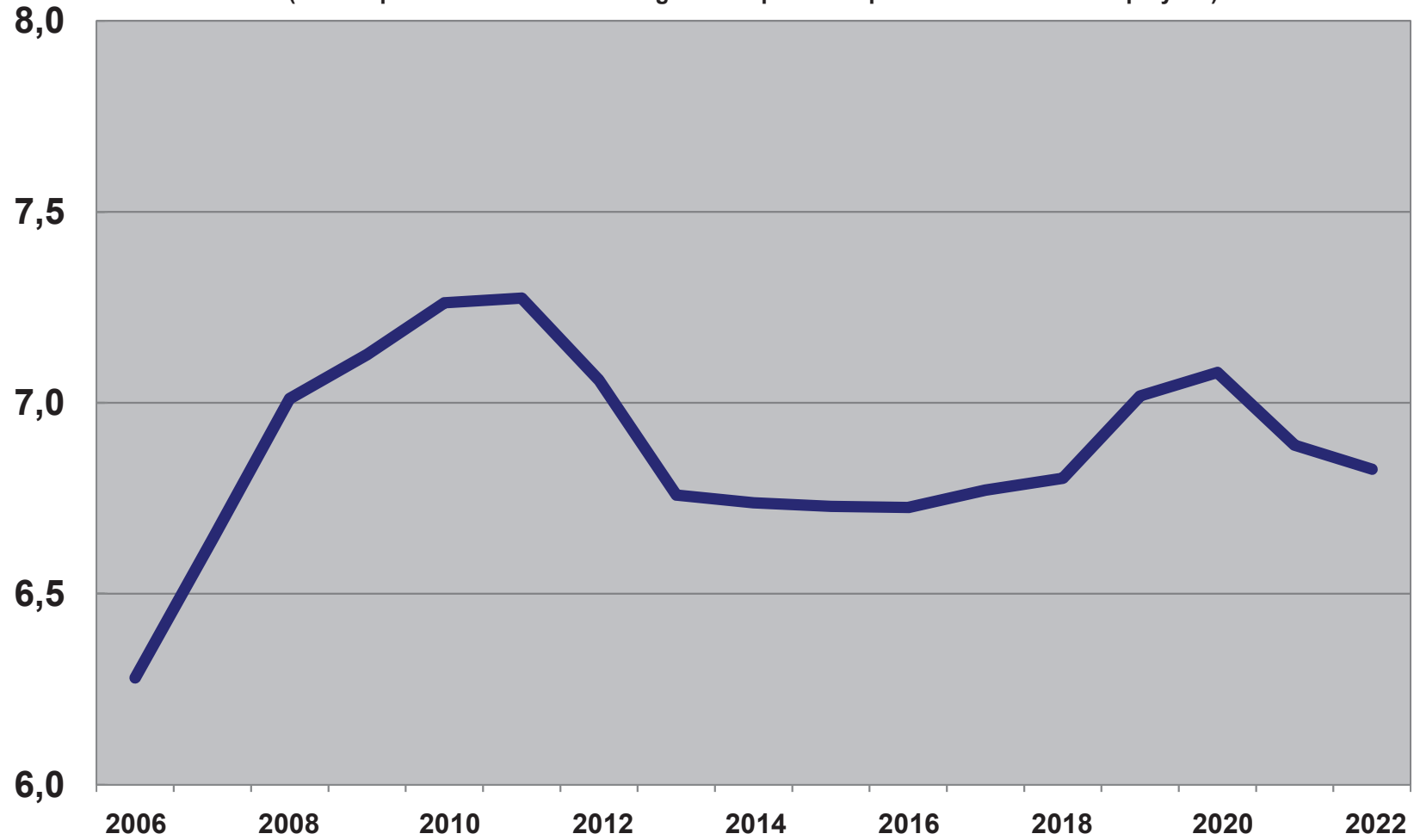


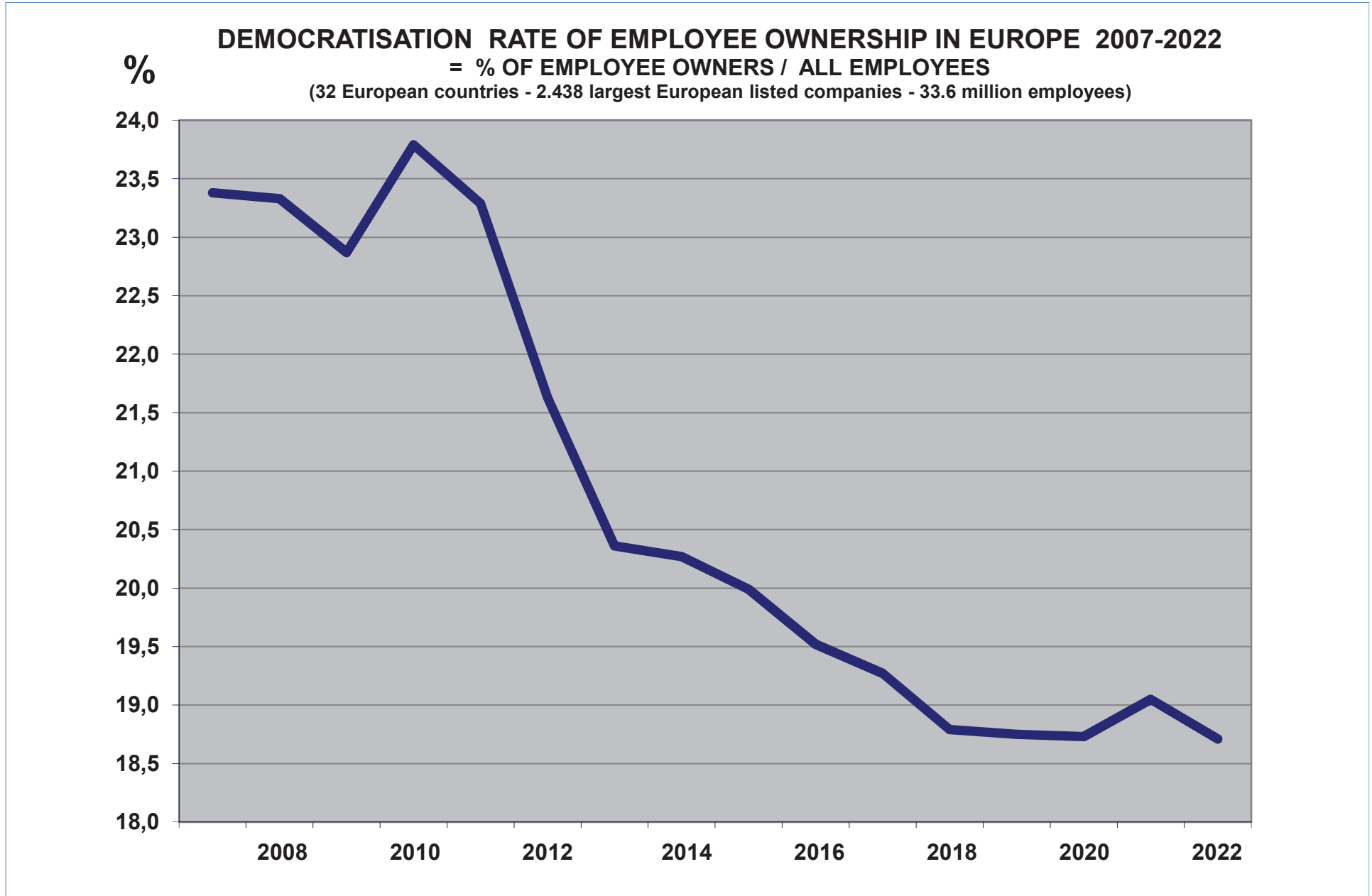


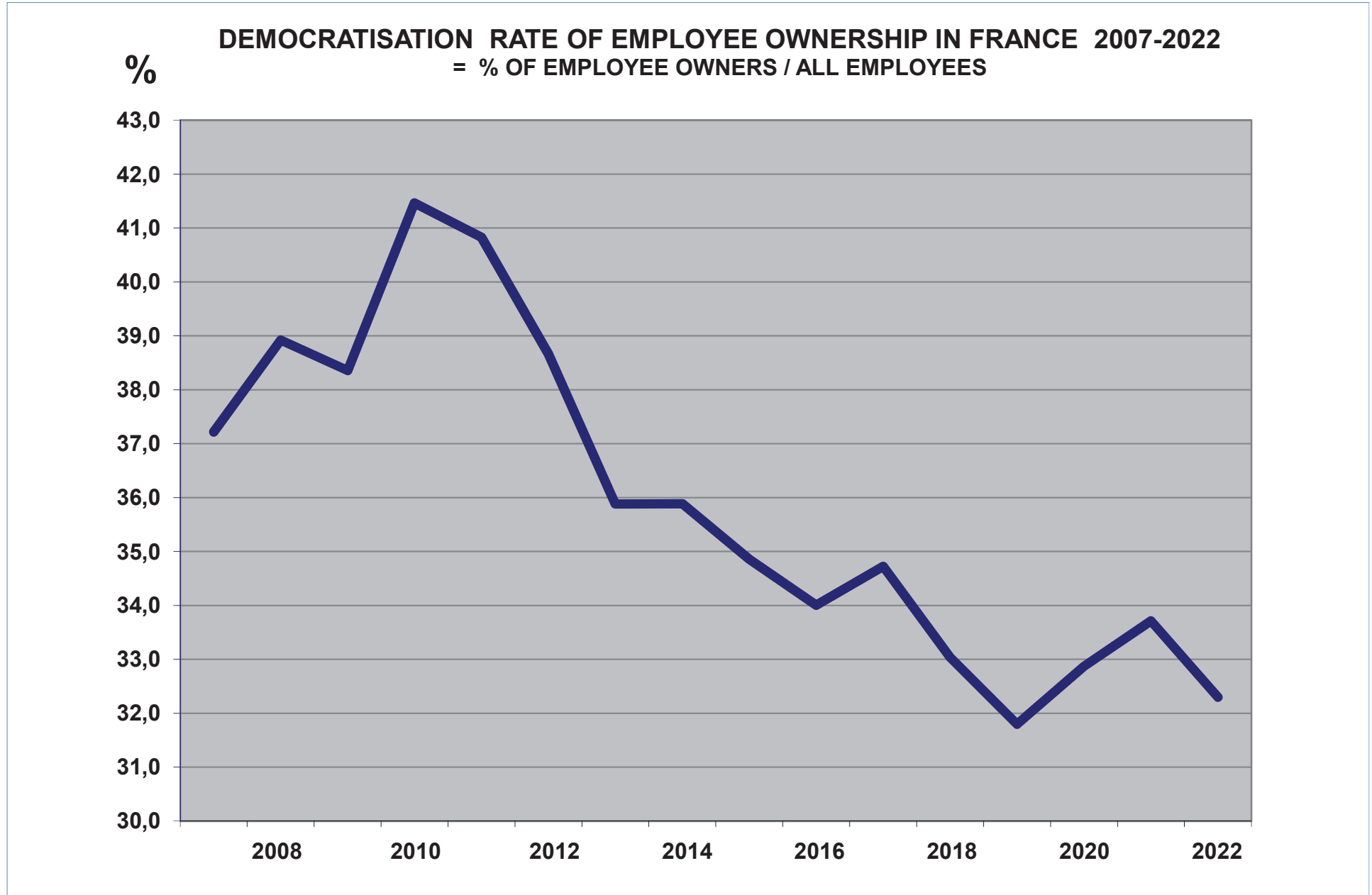


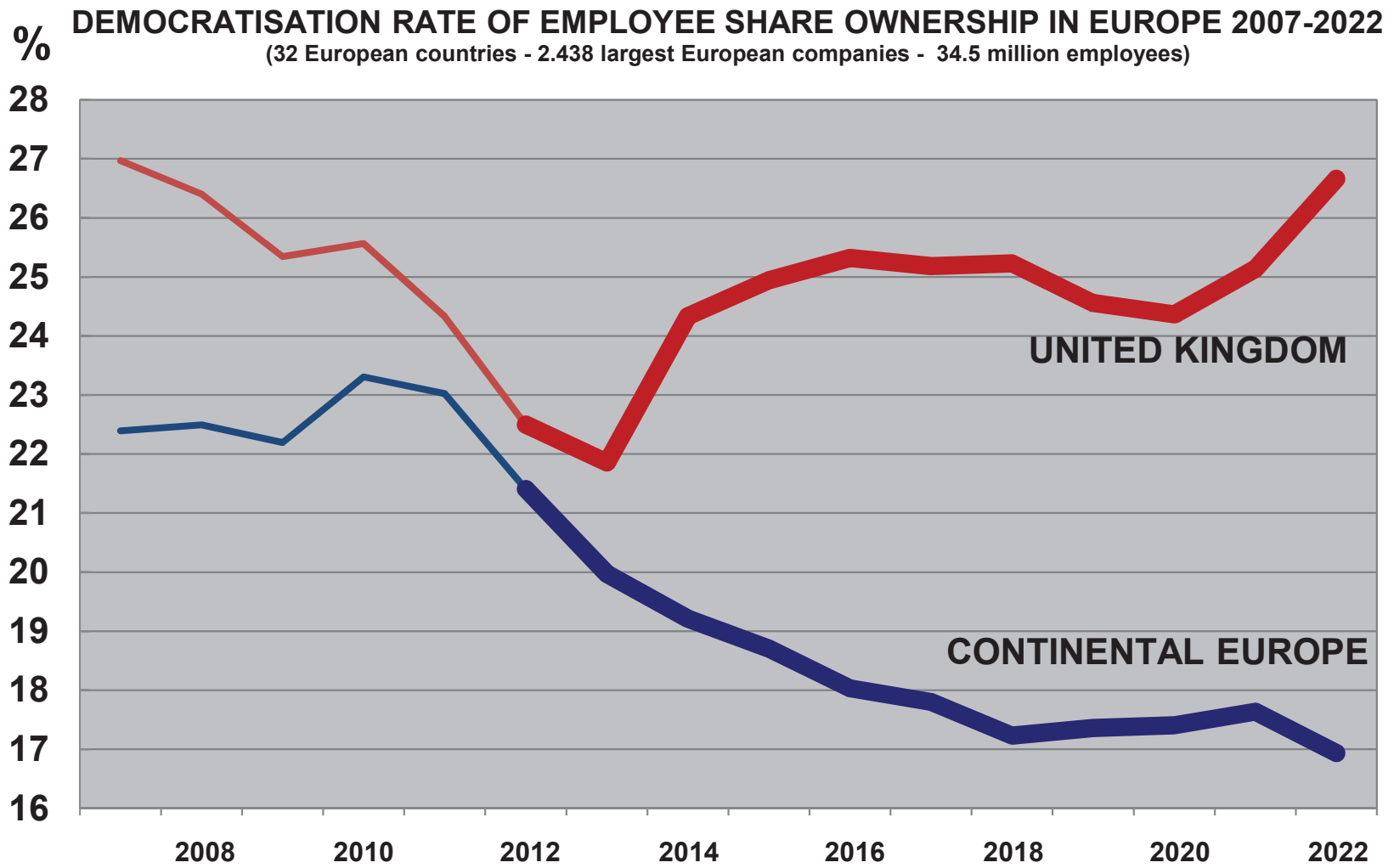
EMPLOYEE SHAREHOLDERS IN LARGE EUROPEAN COMPANIES 2006-2022 in million

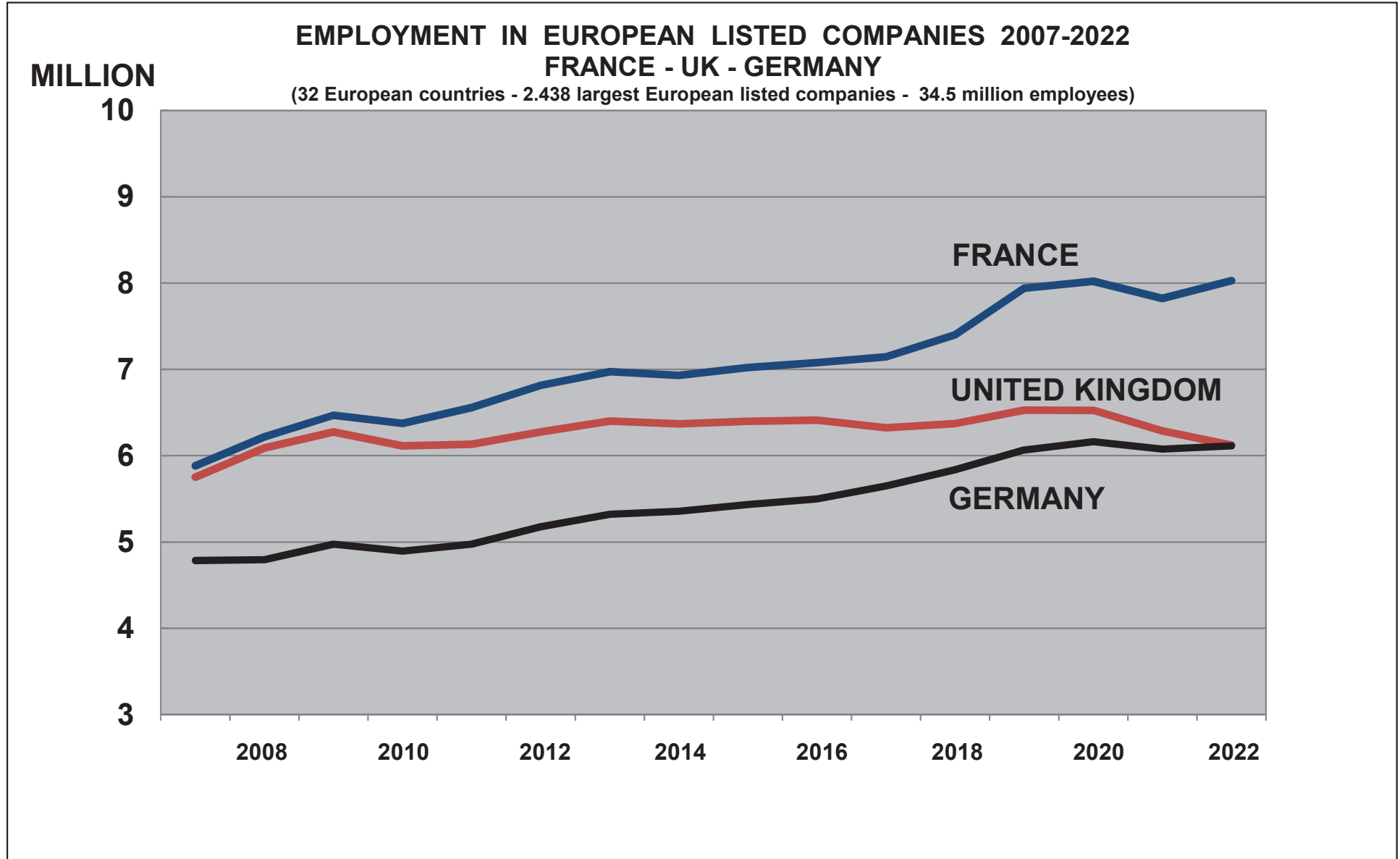
(32 European countries - 3.139 largest European companies - 34.5 million employees)

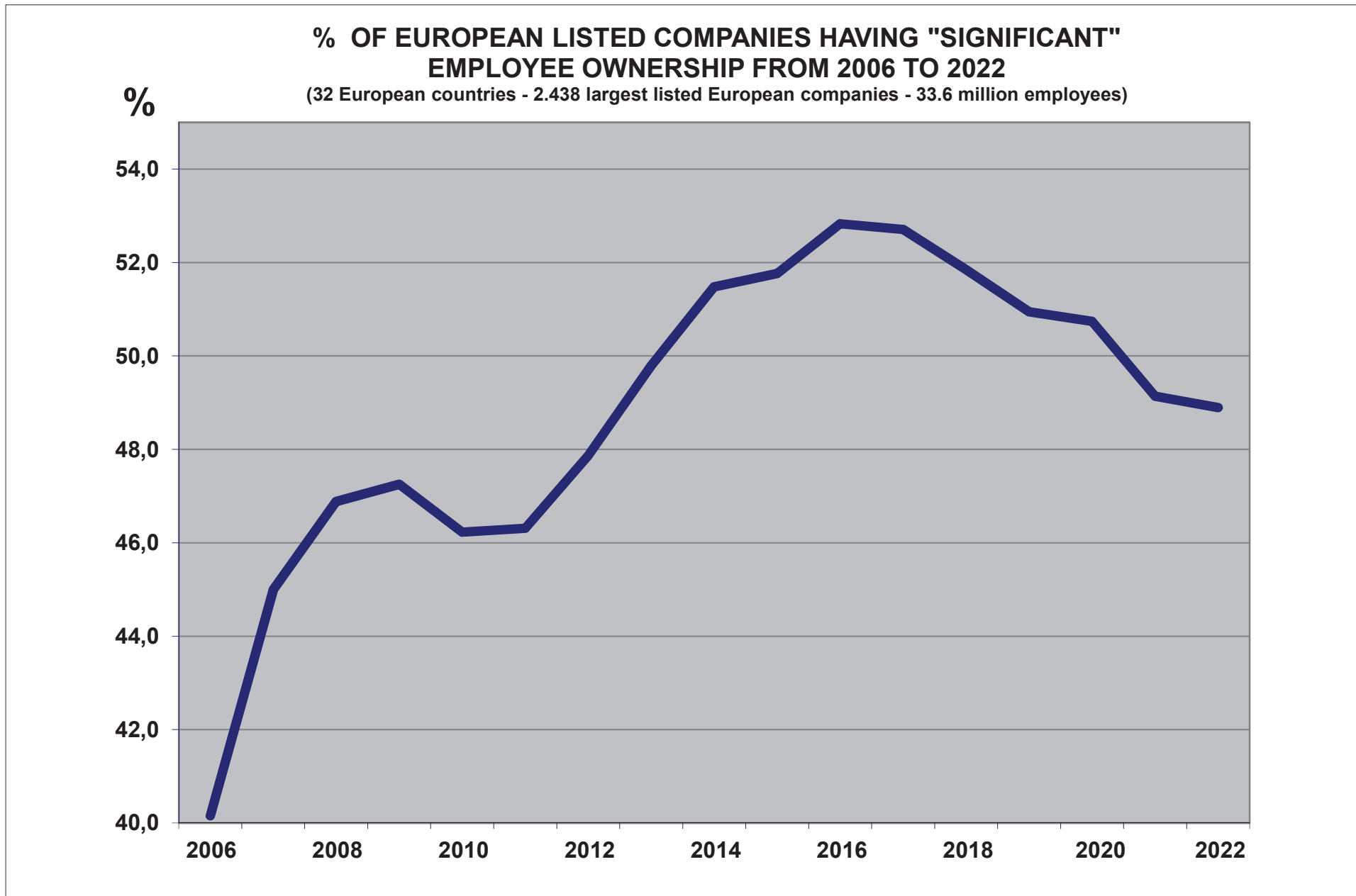






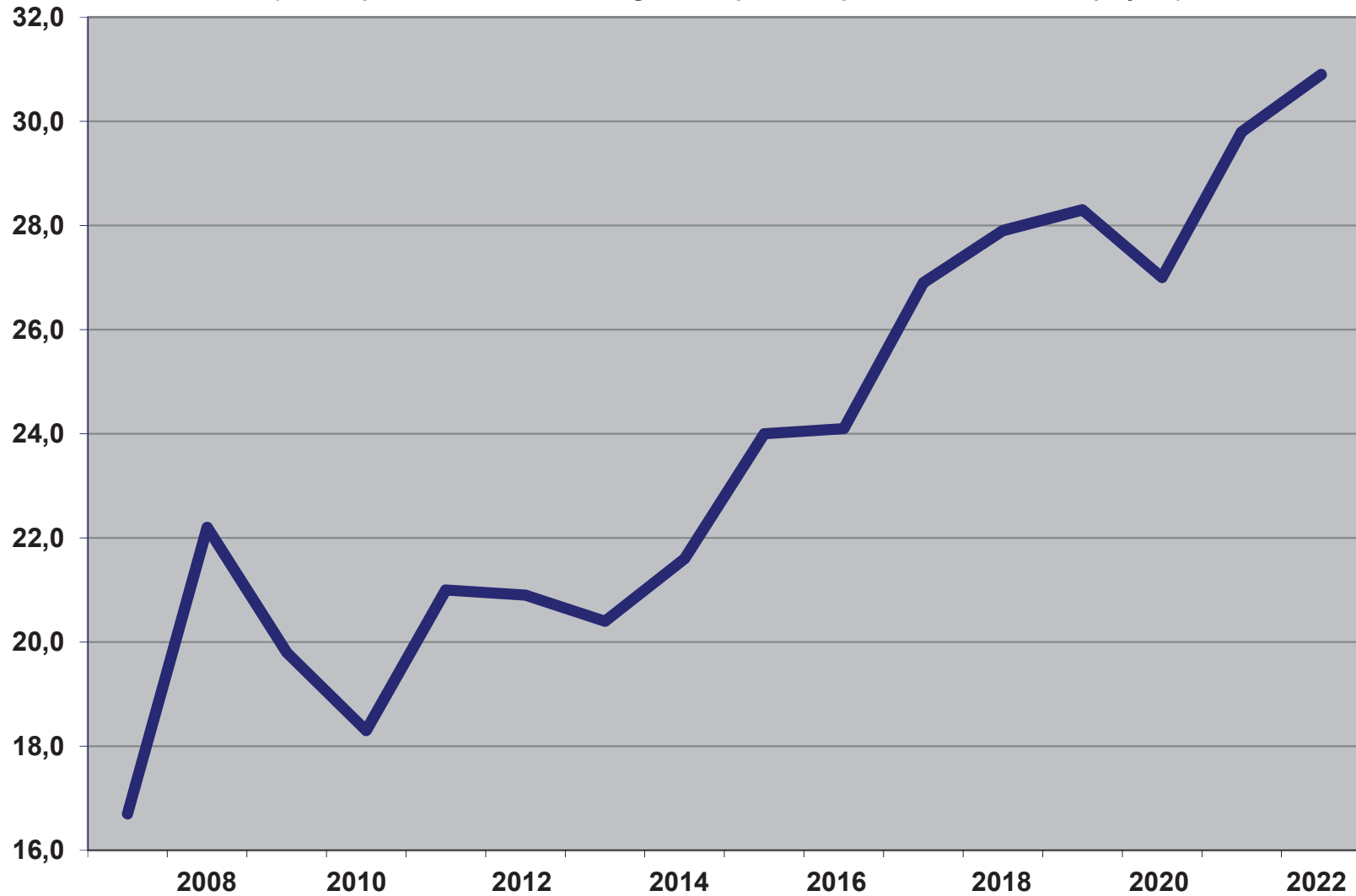






% OF EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS 2007-2022

(32 European countries - 3.139 largest European companies - 34.5 million employees)



Tables 2-4: Main data about employee share ownership, 2006-2022

Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employees' stake in ownership structure (%)	3,26%	3,31%	3,22%	3,01%	3,04%	3,17%	3,20%	3,09%	3,11%	3,16%	2,92%	3,01%	2,91%	3,00%	2,78%	2,68%	2,37%
Capitalisation held by all employees (billion Euro)	447 €	441 €	322 €	354 €	365 €	361 €	302 €	335 €	290 €	260 €	193 €	225 €	188 €	158 €	222 €	251 €	185 €
% Variation	+1,4%	+37,0%	-9,0%	-3,0%	+1,1%	+19,5%	-9,9%	+15,5%	+11,5%	+34,7%	-14,2%	+19,7%	+19,0%	-28,8%	-11,6%	+35,7%	
	1,4	37,0	-9,0	-3,0	1,1	19,5	-9,9	15,5	11,5	34,7	-14,2	19,7	19,0	-28,8	-11,6	35,7	

Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Employee owners (thousand)	6.826	6.889	7.079	7.018	6.802	6.771	6.726	6.729	6.738	6.758	7.059	7.274	7.262	7.126	7.011	6.643	6.280
% Variation	-0,9%	-2,7%	+0,9%	+3,2%	+0,5%	+0,7%	+0,0%	-0,1%	-0,3%	-4,3%	-3,0%	+0,2%	+1,9%	+1,6%	+5,5%	+5,8%	
Employee owners in % of all employees	19,8%	20,1%	20,1%	20,1%	20,2%	20,7%	20,9%	21,0%	21,3%	21,3%	22,6%	24,1%	24,6%	23,7%	24,1%	24,2%	24,3%
	-0,9	-2,7	0,9	3,2	0,5	0,7	0,0	-0,1	-0,3	-4,3	-3,0	0,2	1,9	1,6	5,5	5,8	

Description	2022
Date of first employee share plan, on average	2.001
Date of first employee share plan (listed companies)	2.004

Tables 5-6: Main data about large European companies, 2006-2022

	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Companies (number)	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139	3.139
Market capitalisation (billion €)	13.684 €	13.793 €	9.986 €	11.772 €	12.014 €	11.385 €	9.447 €	10.827 €	9.316 €	8.212 €	6.594 €	7.478 €	6.447 €	5.255 €	7.969 €	9.365 €	7.814 €
% Variation	-0,3%	+38,1%	-15,2%	-2,0%	+5,5%	+20,5%	-12,7%	+16,2%	+13,4%	+24,5%	-11,8%	+16,0%	+22,7%	-34,1%	-14,9%	+19,8%	
Employees (thousand)	34.469	34.252	35.266	34.915	33.680	32.773	32.250	32.037	31.659	31.680	31.293	30.127	29.548	30.114	29.070	27.470	25.870
% Variation	+0,6%	-2,9%	+1,0%	+3,7%	+2,8%	+1,6%	+0,7%	+1,2%	-0,1%	+1,2%	+3,9%	+2,0%	-1,9%	+3,6%	+5,8%	+6,2%	

% Variation	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	Average
Market capitalisation	-0,3%	+38,1%	-15,2%	-2,0%	+5,5%	+20,5%	-12,7%	+16,2%	+13,4%	+24,5%	-11,8%	+16,0%	+22,7%	-34,1%	-14,9%	+19,8%	+5,4%
Employees (number)	+0,6%	-2,9%	+1,0%	+3,7%	+2,8%	+1,6%	+0,7%	+1,2%	-0,1%	+1,2%	+3,9%	+2,0%	-1,9%	+3,6%	+5,8%	+6,2%	+1,8%

Tables 7-8: Main data about employee share plans, 2006-2022

ALL COMPANIES

Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
% of all Companies																		
% Companies having employee share ownership	94,6%	93,8%	93,2%	92,4%	91,4%	90,2%	88,8%	86,9%	84,6%	83,2%	81,8%	79,5%	78,0%	77,1%	75,5%	72,7%	69,2%	
% Companies having employee share plans	89,6%	86,8%	84,7%	83,0%	80,3%	78,0%	75,7%	73,2%	70,3%	67,9%	66,4%	64,7%	63,2%	62,3%	60,2%	57,8%	55,0%	
% Companies having broad-based employee share plans	57,1%	54,9%	53,1%	51,7%	49,9%	48,1%	46,4%	44,9%	43,1%	42,0%	41,2%	40,4%	39,6%	39,1%	38,0%	36,8%	34,9%	
% Companies having stock options	53,7%	52,9%	52,5%	51,9%	50,7%	49,4%	47,9%	46,7%	44,9%	43,6%	42,5%	41,5%	40,6%	40,0%	38,9%	37,2%	35,1%	
% Companies having launched new employee share plans in year	30,9%	29,8%	27,0%	28,3%	27,9%	26,9%	24,1%	24,0%	21,6%	20,4%	20,9%	21,0%	18,3%	19,8%	22,2%	16,7%		
Number of Companies																		
Companies having employee share ownership	2.971	2.945	2.927	2.901	2.869	2.830	2.787	2.729	2.655	2.613	2.567	2.495	2.448	2.419	2.369	2.281	2.171	
Companies having employee share plans	2.811	2.726	2.660	2.605	2.521	2.449	2.376	2.299	2.206	2.132	2.084	2.030	1.983	1.955	1.890	1.813	1.726	
Companies having broad-based employee share plans	1.792	1.722	1.668	1.622	1.566	1.510	1.455	1.409	1.353	1.319	1.294	1.268	1.243	1.228	1.193	1.155	1.096	
Companies having stock options	1.685	1.661	1.648	1.628	1.591	1.550	1.504	1.465	1.410	1.368	1.335	1.304	1.273	1.256	1.221	1.169	1.103	
Companies having launched new employee share plans in year	971	936	846	888	875	845	756	754	677	640	657	659	573	622	698	523		
Variation																		Average
Companies having employee share ownership	+0,9%	+0,6%	+0,9%	+1,1%	+1,4%	+1,5%	+2,1%	+2,8%	+1,6%	+1,8%	+2,9%	+1,9%	+1,2%	+2,1%	+3,9%	+5,1%		+2,0%
Companies having employee share plans	+3,1%	+2,5%	+2,1%	+3,3%	+2,9%	+3,1%	+3,3%	+4,2%	+3,5%	+2,3%	+2,7%	+2,4%	+1,4%	+3,4%	+4,2%	+5,0%		+3,1%
Companies having broad-based employee share plans	+4,1%	+3,2%	+2,8%	+3,6%	+3,7%	+3,8%	+3,3%	+4,1%	+2,6%	+1,9%	+2,1%	+2,0%	+1,2%	+2,9%	+3,3%	+5,4%		+3,1%
Companies having stock options	+1,4%	+0,8%	+1,2%	+2,3%	+2,6%	+3,1%	+2,7%	+3,9%	+3,1%	+2,5%	+2,4%	+2,4%	+1,4%	+2,9%	+4,4%	+6,0%		+2,7%
Companies having launched new employee share plans in year	+3,7%	-10,6%	-4,7%	+1,5%	+3,6%	-11,8%	+0,3%	-11,4%	+5,8%	-2,6%	-0,3%	-15,0%	-7,9%	-10,9%	-33,5%			+4,4%

LISTED COMPANIES

Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	
% of listed Companies																		
% Listed Companies having employee share ownership	93,1%	92,2%	91,4%	90,5%	89,3%	87,7%	86,3%	84,2%	81,7%	80,4%	79,0%	76,9%	75,7%	74,9%	73,1%	69,8%	65,5%	
% Listed Companies having employee share plans	86,5%	84,8%	83,3%	81,8%	79,1%	76,5%	74,0%	71,2%	67,8%	65,2%	63,5%	61,7%	60,2%	59,4%	57,1%	54,1%	50,8%	
% Listed Companies having broad-based employee share plans	46,2%	45,0%	43,8%	42,7%	41,3%	39,5%	38,0%	36,6%	34,6%	33,5%	32,7%	32,2%	32,6%	31,0%	29,8%	28,3%	26,0%	
% Listed Companies having stock options	68,3%	67,4%	66,9%	66,0%	64,6%	62,8%	61,0%	59,4%	57,2%	55,5%	54,1%	52,8%	51,6%	50,9%	49,5%	47,5%	44,7%	
% Listed having launched new employee share plans in year	38,1%	36,5%	33,4%	35,2%	35,2%	34,0%	30,4%	30,3%	27,4%	25,8%	26,3%	26,6%	23,3%	25,0%	28,1%	21,0%		
Number of listed Companies																		
Listed Companies having employee share ownership	2.270	2.247	2.229	2.206	2.176	2.139	2.104	2.053	1.991	1.959	1.925	1.876	1.846	1.827	1.783	1.702	1.597	
Listed Companies having employee share plans	2.110	2.068	2.030	1.994	1.929	1.866	1.803	1.737	1.653	1.589	1.548	1.505	1.467	1.447	1.391	1.320	1.238	
Listed Companies having broad-based employee share plans	1.127	1.097	1.068	1.042	1.007	964	926	892	844	816	798	784	795	756	727	690	635	
Listed Companies having stock options	1.664	1.644	1.631	1.610	1.574	1.532	1.486	1.449	1.394	1.352	1.319	1.288	1.258	1.242	1.208	1.157	1.091	
Listed having launched new employee share plans in year	928	891	815	858	859	829	741	739	667	629	641	649	567	609	686	513		
% Variation																		Average
Listed Companies having employee share ownership	+1,0%	+0,8%	+1,0%	+1,4%	+1,7%	+1,7%	+2,5%	+3,1%	+1,6%	+1,8%	+2,6%	+1,6%	+1,0%	+2,5%	+4,8%	+6,6%		+2,2%
Listed Companies having employee share plans	+2,0%	+1,9%	+1,8%	+3,4%	+3,4%	+3,5%	+3,8%	+5,1%	+4,0%	+2,6%	+2,9%	+2,6%	+1,4%	+4,0%	+5,4%	+6,6%		+3,4%
Listed Companies having broad-based employee share plans	+2,7%	+2,7%	+2,5%	+3,5%	+4,5%	+4,1%	+3,8%	+5,7%	+3,4%	+2,3%	+1,8%	-1,4%	+5,2%	+4,0%	+5,4%	+8,7%		+3,7%
Listed Companies having stock options	+1,2%	+1,2%	+1,3%	+2,3%	+2,7%	+3,1%	+2,6%	+3,9%	+3,1%	+2,5%	+2,4%	+2,4%	+1,3%	+2,8%	+4,4%	+6,0%		+2,7%
Listed having launched new employee share plans in year	+4,2%	+4,2%	-5,0%	-0,1%	+3,6%	-11,9%	+0,3%	-10,8%	+6,0%	-1,9%	-1,2%	-14,5%	-6,9%	-11,2%	-33,7%			+4,2%

Table 9: Main data about employee share plans, 2006-2022

% of large European Companies	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Having employee share ownership	94,6%	93,8%	93,2%	92,4%	91,4%	90,2%	88,8%	86,9%	84,6%	83,2%	81,8%	79,5%	78,0%	77,1%	75,5%	72,7%	69,2%
Having employee share plans	89,6%	86,8%	84,7%	83,0%	80,3%	78,0%	75,7%	73,2%	70,3%	67,9%	66,4%	64,7%	63,2%	62,3%	60,2%	57,8%	55,0%
Having broad-based employee share plans	57,1%	54,9%	53,1%	51,7%	49,9%	48,1%	46,4%	44,9%	43,1%	42,0%	41,2%	40,4%	39,6%	39,1%	38,0%	36,8%	34,9%
Having stock options	53,7%	52,9%	52,5%	51,9%	50,7%	49,4%	47,9%	46,7%	44,9%	43,6%	42,5%	41,5%	40,6%	40,0%	38,9%	37,2%	35,1%
Having launched new employee share plans	30,9%	29,8%	27,0%	28,3%	27,9%	26,9%	24,1%	24,0%	21,6%	20,4%	20,9%	21,0%	18,3%	19,8%	22,2%	16,7%	

Tables 10-11: Main data about employees' stake, 2006-2022

ALL COMPANIES (listed and non-listed)																	
Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies																	
% Companies having EO>1% in ownership structure ("significant" ownership)	60,3%	60,4%	61,6%	61,6%	62,3%	62,9%	62,8%	61,7%	61,1%	59,5%	57,6%	55,7%	55,0%	55,6%	55,1%	53,4%	49,4%
% Companies having EO>6% in ownership structure ("strategic" ownership)	38,3%	39,1%	39,6%	40,0%	41,1%	41,2%	41,5%	41,1%	40,6%	40,5%	39,8%	38,7%	38,2%	38,0%	38,0%	37,3%	35,9%
% Companies having EO>20% in ownership structure ("determining" ownership)	31,8%	32,1%	32,4%	32,4%	32,8%	33,2%	33,6%	33,6%	33,5%	33,1%	32,7%	31,9%	31,5%	31,3%	31,0%	30,4%	29,3%
% Companies having EO>50% in ownership structure ("controlling" ownership)	25,6%	25,5%	25,7%	25,7%	25,9%	26,0%	26,2%	26,2%	25,9%	25,5%	25,4%	24,8%	24,6%	24,5%	24,5%	24,2%	23,5%
Numbers																	
Companies having EO>1% in ownership structure ("significant" ownership)	1.892	1.895	1.933	1.935	1.955	1.974	1.972	1.937	1.919	1.868	1.809	1.747	1.728	1.744	1.729	1.676	1.550
Companies having EO>6% in ownership structure ("strategic" ownership)	1.202	1.226	1.242	1.257	1.289	1.294	1.303	1.290	1.276	1.272	1.248	1.216	1.198	1.193	1.192	1.171	1.126
Companies having EO>20% in ownership structure ("determining" ownership)	998	1.008	1.016	1.018	1.031	1.041	1.055	1.054	1.050	1.039	1.027	1.001	989	981	974	953	919
Companies having EO>50% in ownership structure ("controlling" ownership)	803	801	806	806	813	817	821	821	812	802	796	780	771	768	770	760	737
Variation																	
Companies having EO>1% in ownership structure ("significant" ownership)	-0,2%	-2,0%	-0,1%	-1,0%	-1,0%	+0,1%	+1,8%	+0,9%	+2,7%	+3,3%	+3,5%	+1,1%	-0,9%	+0,9%	+3,2%	+8,1%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-2,0%	-1,3%	-1,2%	-2,5%	-0,4%	-0,7%	+1,0%	+1,1%	+0,3%	+1,9%	+2,6%	+1,5%	+0,4%	+0,1%	+1,8%	+4,0%	
Companies having EO>20% in ownership structure ("determining" ownership)	-1,0%	-0,8%	-0,2%	-1,3%	-1,0%	-1,3%	+0,1%	+0,4%	+1,1%	+1,2%	+2,6%	+1,2%	+0,8%	+0,7%	+2,2%	+3,7%	
Companies having EO>50% in ownership structure ("controlling" ownership)	+0,2%	-0,6%	0,0%	-0,9%	-0,5%	-0,5%	0,0%	+1,1%	+1,2%	+0,8%	+2,1%	+1,2%	+0,4%	-0,3%	+1,3%	+3,1%	
																	Average
																	+1,3%
																	+0,4%
																	+0,5%
																	+0,5%
LISTED COMPANIES ONLY																	
Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
% of companies																	
% Companies having EO>1% in ownership structure ("significant" ownership)	48,9%	49,1%	50,7%	50,9%	51,8%	52,7%	52,8%	51,8%	51,5%	49,8%	47,9%	46,3%	46,2%	47,3%	46,9%	45,0%	40,2%
% Companies having EO>6% in ownership structure ("strategic" ownership)	20,6%	21,7%	22,4%	23,2%	24,5%	24,9%	25,4%	25,3%	25,1%	25,3%	24,9%	24,5%	24,5%	24,7%	24,9%	24,3%	22,8%
% Companies having EO>20% in ownership structure ("determining" ownership)	12,4%	13,0%	13,3%	13,5%	14,1%	14,6%	15,4%	15,8%	16,1%	16,0%	16,0%	15,9%	16,0%	16,0%	16,0%	15,5%	14,4%
% Companies having EO>50% in ownership structure ("controlling" ownership)	4,8%	4,9%	5,3%	5,4%	5,8%	6,2%	6,7%	7,1%	7,1%	7,1%	7,4%	7,5%	7,7%	7,8%	8,0%	8,1%	7,6%
Numbers																	
Companies having EO>1% in ownership structure ("significant" ownership)	1.192	1.198	1.237	1.242	1.264	1.285	1.288	1.262	1.255	1.214	1.167	1.129	1.127	1.152	1.143	1.097	979
Companies having EO>6% in ownership structure ("strategic" ownership)	503	530	547	565	598	606	620	616	613	618	606	598	597	601	606	593	556
Companies having EO>20% in ownership structure ("determining" ownership)	302	316	325	330	343	357	376	385	392	390	391	388	390	391	390	377	352
Companies having EO>50% in ownership structure ("controlling" ownership)	118	120	128	132	141	150	164	173	174	174	180	183	187	191	196	197	186
Variation																	
Companies having EO>1% in ownership structure ("significant" ownership)	-0,5%	-3,2%	-0,4%	-1,7%	-1,6%	-0,2%	+2,1%	+0,6%	+3,4%	+4,0%	+3,4%	+0,2%	-2,2%	+0,8%	+4,2%	-12,1%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-5,1%	-3,1%	-3,2%	-5,5%	-1,3%	-2,3%	+0,6%	+0,5%	-0,8%	+2,0%	+1,3%	+0,2%	-0,7%	-0,8%	+2,2%	+6,7%	
Companies having EO>20% in ownership structure ("determining" ownership)	-4,4%	-2,8%	-1,5%	-3,8%	-3,9%	-5,1%	-2,3%	-1,8%	+0,5%	-0,3%	+0,8%	-0,5%	-0,3%	+0,3%	+3,4%	+7,1%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,7%	-6,3%	-3,0%	-6,4%	-6,0%	-8,5%	-5,2%	-0,6%	+0,0%	-3,3%	-1,6%	-2,1%	-2,1%	-2,6%	-0,5%	+5,9%	
																	Average
																	+1,3%
																	-0,6%
																	-0,9%
																	-2,7%

Tables 12-13: Typology of employees' stake in large European companies in 2022

%EO	TYPES	ALL COMPANIES	
- 1%	insignificant	39,7%	1.247
+ 1%	significant	60,3%	1.892
+ 6%	strategic	38,3%	1.202
+ 20%	determining	31,8%	998
+ 50%	controlling	25,6%	803
		100 %	3.139

%EO	TYPES	LISTED COMPANIES	
- 1%	insignificant	51,1%	1.246
+ 1%	significant	48,9%	1.192
+ 6%	strategic	20,6%	503
+ 20%	determining	12,4%	302
+ 50%	controlling	4,8%	118
		100 %	2.438

Table 14: All European companies in the EFES database, listed and non-listed in 2022

COMPARING ALL COMPANIES, LISTED AND NON-LISTED			
Description	ALL	LISTED	NON-LISTED
Companies (number)	3.139	2.438	701
Employees (number)	34.469.019	33.554.887	914.132
Employee owners (number)	6.825.867	6.278.112	547.755
Employee owners in % of all employees	19,8%	18,7%	59,9%
Companies having employee share ownership	2.971	2.270	701
Companies having employee share plans	2.811	2.110	701
Companies having broad-based employee share plans	1.792	1.127	665
Companies having stock options	1.685	1.664	21
Companies having published employees' stake in ownership structure	823	257	566
Companies having EO>1% in ownership structure ("significant" ownership)	1.892	1.192	700
Companies having EO>6% in ownership structure ("strategic" ownership)	1.202	503	699
Companies having EO>20% in ownership structure ("determining" ownership)	998	302	696
Companies having EO>50% in ownership structure ("controlling" ownership)	803	118	685
% Companies having employee share ownership	94,6%	93,1%	100,0%
% Companies having employee share plans	89,6%	86,5%	100,0%
% Companies having broad-based employee share plans	57,1%	46,2%	94,9%
% Companies having stock options	53,7%	68,3%	3,0%
% Companies having published employees' share in ownership structure	26,2%	10,5%	80,7%
% Companies having EO>1% in ownership structure ("significant" ownership)	60,3%	48,9%	99,9%
% Companies having EO>6% in ownership structure ("strategic" ownership)	38,3%	20,6%	99,7%
% Companies having EO>20% in ownership structure ("determining" ownership)	31,8%	12,4%	99,3%
% Companies having EO>50% in ownership structure ("controlling" ownership)	25,6%	4,8%	97,7%

LES ACTIONNAIRES SALARIÉS

SALARIÉS ORDINAIRES

ET

DIRIGEANTS EXÉCUTIFS

LES ACTIONNAIRES SALARIES

SALARIES ORDINAIRES ET DIRIGEANTS EXECUTIFS

- L'actionnariat salarié est une réalité complexe. Les salariés et les actionnaires salariés occupent tout un éventail de positions multiples dans des entreprises diverses, petites et grandes, jeunes ou anciennes. Pour l'actionnaire salarié, le point commun est de rassembler sous une même tête la fonction opérationnelle ou exécutive et la propriété. C'est ce qui en fait le succès.

A une extrémité de l'éventail, il y a la figure du créateur d'entreprise. Au départ il en est souvent le propriétaire unique et fréquemment un des premiers salariés. Lorsque l'entreprise grandit, le fondateur cède généralement une partie de ses parts à des investisseurs extérieurs. Cependant, il peut arriver que subsistent, même dans de grandes sociétés cotées, des dirigeants détenant une part importante de l'entreprise. C'est la figure du "dirigeant propriétaire".

A côté dans l'éventail, il y a la figure du dirigeant exécutif recruté pour la fonction. Depuis une quinzaine d'années, la pratique s'est généralisée au Royaume Uni d'imposer à ces dirigeants d'investir une, deux, parfois cinq années de salaires en actions de l'entreprise, sous forme de "shareholding guidelines". Cette pratique commence à se répandre aussi sur le continent.

Puis il y a les multiples formules visant à récompenser sous forme d'actions des individus ou des groupes de salariés sélectionnés, la plus connue étant celle des stock options.

A l'autre bout de l'éventail, il y a les plans d'actionnariat "pour tous", qui proposent généralement aux salariés d'acheter des parts de l'entreprise à moindre prix, ou sous conditions particulières comme dans la coopérative de salariés. Ces plans sont à base volontaire, le choix d'y participer ou non revenant au salarié. Enfin, il y a la distribution gratuite d'actions à tous les salariés, d'après des formules diverses et de plus en plus répandues, qui tendent à faire actionnaires tous les salariés de l'entreprise.

Dans une large mesure, les informations fournies dans les rapports annuels des sociétés cotées permettent d'identifier avec précision ces diverses pratiques.
- Dans certains pays, on observe des définitions particulières de l'actionnariat salarié. Ainsi en France dans les sociétés anonymes, la représentation de l'actionnariat salarié dans les Conseils est prévue lorsque celui-ci représente au moins 3% du capital. D'où la nécessité de définir juridiquement quelles actions doivent être pris en compte. D'où une sorte de "définition juridique" de l'actionnariat salarié qui a évolué au fil du temps pour intégrer non seulement les formes collectives de l'actionnariat salarié mais aussi le résultat de l'exercice d'une partie des stock options et des distributions d'actions gratuites.

De son côté, la pratique a conduit en Grande Bretagne à distinguer deux catégories d'actionnariat salarié connues l'une comme "employee share ownership" (principalement pour les grandes entreprises) et l'autre comme "employee ownership" (principalement dans les PME), d'après un jeu de mots impossible en toute autre langue que l'anglais.

Ces particularismes ne sont pas exportables. A s'y tenir, toutes comparaisons seraient rendues impossibles entre différents pays ou types d'entreprises. Notre recensement de l'actionnariat salarié est donc basé sur une définition uniforme de l'actionnariat salarié qui permet des comparaisons fiables entre tous les pays et les types d'entreprises.
- L'actionnariat salarié identifié dans ce recensement est basé sur une définition uniforme qui inclut toutes les sources d'actionnariat (achats d'actions, exercices de stock options, actions gratuites ou autres) et tous les salariés. C'est en quelque sorte **l'actionnariat salarié "tout compris"**. Par la qualité de son information, la France est le pays qui permet de détailler de la façon la plus précise les différentes composantes de l'actionnariat salarié, qu'il s'agisse de l'actionnariat salarié démocratique fondé sur des plans accessibles à tous les salariés, de l'actionnariat fondé sur des plans réservés à des catégories particulières (stock options, actions gratuites de performance), ou des dirigeants exécutifs.

- L'évolution des différentes composantes de l'actionnariat salarié en France de 2006 à 2022 apparaît au [Graphique 11C](#). La part détenue par l'actionnariat salarié dans les grandes entreprises françaises est passée "tout compris" de 4.74% en 2006 à un maximum de 6.03% en 2016, pour revenir ensuite à 5.22% aujourd'hui. Pour ce qui est des salariés ordinaires, le constat est semblable: de 3.47% en 2006 à 4.22% en 2016, pour revenir à 3.43% aujourd'hui. Dans la définition "légale" de l'actionnariat salarié dans les sociétés anonymes en France, le niveau observé est lui aussi un peu plus bas aujourd'hui à 2.86% contre 2.94% en 2006. Par contre la part détenue par les dirigeants exécutifs est aujourd'hui en hausse à 1.78% contre 1.27% en 2006.

En conclusion, **la part détenue par l'actionnariat salarié démocratique en France est en baisse depuis cinq ans et elle se retrouve aujourd'hui au même niveau que seize années auparavant.**

Ainsi l'objectif de 10% à détenir par l'actionnariat salarié en France, exprimé dès 2017 par le Ministre de l'Economie et des Finances, n'a pas encore cessé de s'éloigner. La Loi Pacte est loin d'avoir produit l'effet attendu.
- Quant à l'Europe, les parts détenues par les salariés ordinaires et par les dirigeants exécutifs de 2007 à 2022 apparaissent au [Graphique 11](#) (toutes entreprises) et au [Graphique 11B](#) (entreprises cotées). De même qu'en France, la part de l'actionnariat démocratique est en baisse depuis plusieurs années; elle se retrouve aujourd'hui sensiblement au même niveau que seize ans auparavant, à 1.49% dans les grandes entreprises cotées. Par contre, la part des dirigeants exécutifs a fortement augmenté en Europe, bien plus même qu'en France. Dans les grandes entreprises cotées européennes, la part des dirigeants exécutifs (9.600 personnes) dépasse aujourd'hui la part des salariés ordinaires (6.3 millions de personnes).
- Le nombre d'actionnaires salariés dans chaque pays européen apparaît au [Tableau 15](#), de 2007 à 2022, de même que les variations observées au cours de la période complète (de 2007 à 2022), et pour les années récentes (de 2011 à 2022). Il est en baisse partout, sauf rares exceptions.
- La capitalisation détenue par les salariés de 2006 à 2022 est publiée au [Tableau 16](#) pour l'ensemble des salariés, et en moyenne pour chacun d'entre eux. Quant aux parts respectives des dirigeants exécutifs et des salariés ordinaires, elles sont détaillées au [Tableau 17](#).
- Le tableau détaillé des parts détenues par les dirigeants exécutifs et par les salariés ordinaires dans chaque pays européen révèle de très importantes inégalités individuelles ([Tables 18A et 18B](#)).

Dans les grandes entreprises cotées européennes, les 9.600 dirigeants exécutifs détiennent en moyenne 22 millions d'Euro chacun dans le capital de leur entreprise, là où la part moyenne des 6.3 millions d'actionnaires salariés ordinaires ne se monte qu'à 32.000 Euro.
- On sait que promouvoir l'actionnariat salarié démocratique est un choix politique, qui s'appuie généralement sur des encouragements fiscaux. Sans soutien, le salarié moyen n'a pas les moyens d'investir financièrement dans son entreprise. Au contraire, les moyens ne manquent pas aux dirigeants exécutifs. Les politiques publiques de soutien à l'actionnariat salarié, là où elles existent, ont-elles été mal calibrées, détournées à leur bénéfice par les dirigeants? On peut constater que ce n'est pas le cas; en effet, dans les 1,62% détenus par les dirigeants exécutifs, la part issue de l'exercice de stock options ou autres plans d'actionnariat salarié n'est que microscopique, elle ne représente que 0,05% ([Table 18B](#)).
- Cependant où, dans quels pays la part des dirigeants s'est-elle le plus multipliée au cours des seize dernières années, et où a-t-elle été contenue? Ce facteur multiplicateur apparaît pour chaque pays page 88 ([Graphe 44B](#)).

Table 15: Employee shareholders in European countries, 2007-2022

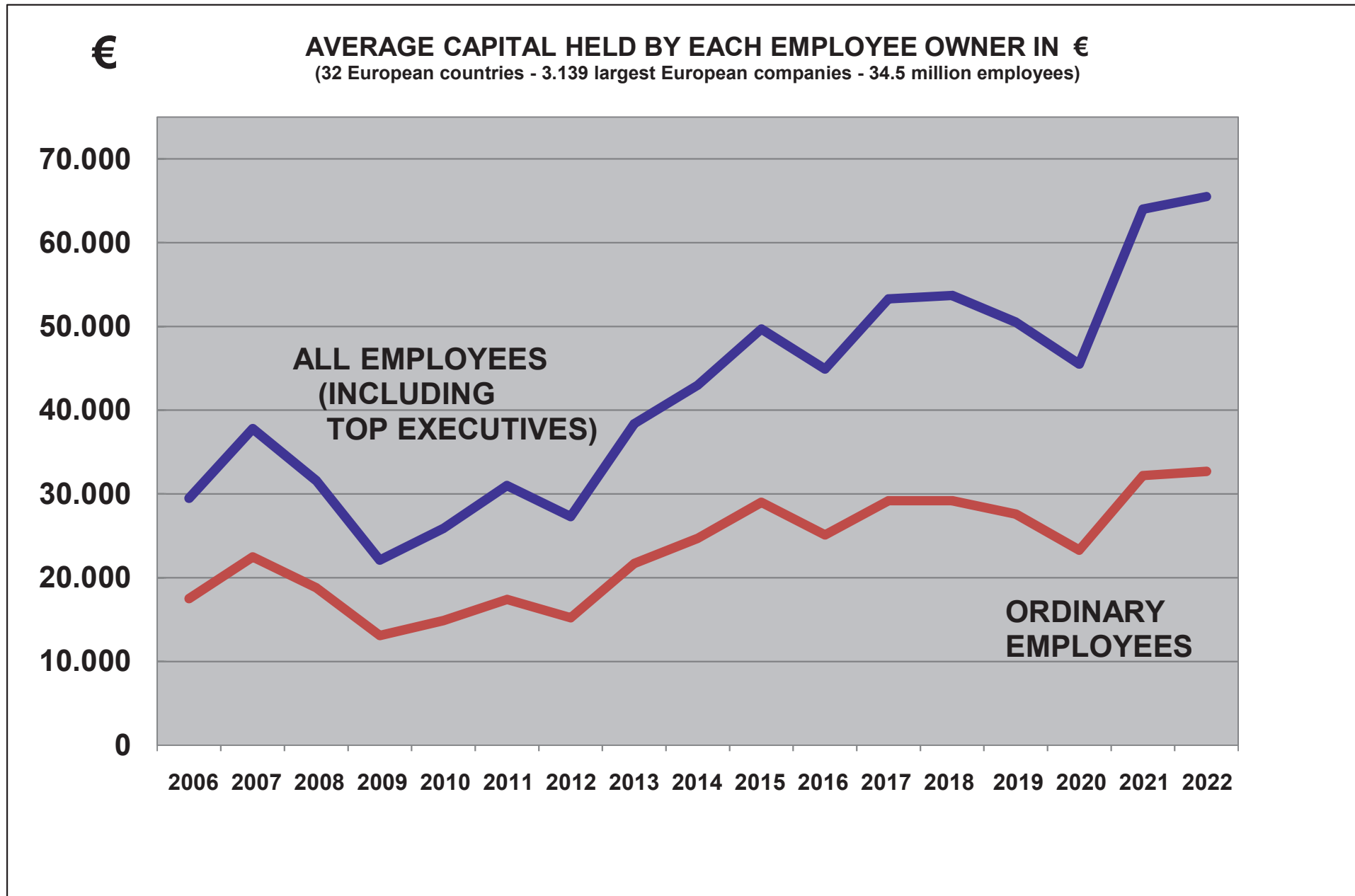
Countries	EMPLOYEE SHAREHOLDERS IN EUROPEAN COUNTRIES																	
	(32 countries - 3.139 largest European companies - 34.5 million employees)																	
	% variation from 2011 to 2022	% variation from 2007 to 2022	Employee owners 2022	Employee owners 2021	Employee owners 2020	Employee owners 2019	Employee owners 2018	Employee owners 2017	Employee owners 2016	Employee owners 2015	Employee owners 2014	Employee owners 2013	Employee owners 2012	Employee owners 2011	Employee owners 2010	Employee owners 2009	Employee owners 2008	Employee owners 2007
AT	-36,3%	-40,6%	62.387	67.468	68.753	75.242	74.224	76.463	84.617	92.916	89.134	94.612	97.753	97.933	101.603	98.881	102.050	105.024
BE	-54,3%	-67,9%	25.842	28.687	33.583	36.984	40.465	40.560	48.639	49.461	52.654	40.087	45.805	56.499	65.088	72.986	87.672	80.576
BG	n.s.	n.s.	15	12	13	12	11	11	9	9	9	10	13	8	8	8	14	5
CH	-11,1%	-16,8%	228.423	235.360	232.120	248.960	244.791	237.715	237.545	250.224	248.505	256.351	257.856	256.932	268.471	289.231	285.412	274.689
CY	-79,3%	-93,6%	454	520	596	739	819	1.037	1.284	1.641	1.834	2.063	2.111	2.189	12.205	12.234	7.695	7.053
CZ	-10,1%	-18,6%	3.982	4.240	4.116	4.253	4.191	4.173	4.180	4.202	4.876	4.334	4.422	4.431	4.665	4.779	4.785	4.891
DA	-24,3%	14,2%	45.582	48.922	54.735	48.351	51.522	55.467	49.421	52.112	55.666	58.219	57.591	60.209	60.702	61.960	54.279	39.928
DE	-1,4%	-10,7%	892.899	916.640	942.675	951.299	745.782	699.502	701.853	733.641	760.777	803.461	850.450	905.336	977.055	958.453	935.102	999.555
EE	n.s.	n.s.	150	134	117	73	46	38	41	19	22	22	23	28	27	29	9	18
ES	-44,4%	-7,6%	114.690	121.696	126.932	128.488	129.327	135.505	143.554	150.157	163.742	184.671	197.419	206.281	176.936	172.923	183.351	124.068
FI	-15,9%	-0,6%	102.365	109.638	102.731	103.001	106.998	105.711	88.477	91.896	98.198	101.837	112.719	121.673	124.732	120.991	118.513	102.961
FR	-2,7%	19,5%	2.767.875	2.805.176	2.928.945	2.840.581	2.766.264	2.793.331	2.697.743	2.644.980	2.681.969	2.688.543	2.820.558	2.846.041	2.793.052	2.626.019	2.556.532	2.316.329
GR	-85,8%	-86,9%	5.501	5.691	5.866	6.188	24.213	26.087	26.974	28.733	30.845	33.090	34.817	38.850	40.888	44.331	45.532	41.952
HR	-95,6%	-58,7%	488	1.299	1.374	1.551	2.097	2.571	3.042	2.861	4.232	6.475	8.725	10.965	13.225	15.465	12.554	1.182
HU	-16,4%	0,3%	6.519	7.133	7.736	8.623	9.496	7.180	7.178	7.822	8.154	8.206	8.013	7.799	6.695	6.539	6.708	6.500
IE	-39,2%	-53,4%	14.367	13.859	12.204	11.772	12.324	11.713	12.702	14.534	17.785	19.284	20.792	23.617	26.929	29.057	30.115	30.815
IS	275,6%	0,2%	706	784	808	845	395	50	327	77	117	110	132	188	231	312	450	705
IT	-2,0%	5,8%	227.387	229.683	234.360	237.213	126.198	230.664	134.206	243.162	190.065	200.358	213.924	231.912	238.343	247.488	242.116	214.961
LT	n.s.	n.s.	454	342	378	20	23	26	27	17	14	9	13	11	12	15	19	21
LU	n.s.	n.s.	3.074	2.166	1.906	1.713	3.508	1.326	4.125	784	839	806	733	668	379	440	364	375
LV	n.s.	n.s.	0	0	0	0	0	1	1	3	3	3	0	0	0	0	0	0
MT	-0,2%	-27,9%	2.302	2.319	2.326	2.239	2.137	2.046	2.023	2.140	2.205	2.245	2.306	2.306	2.305	2.306	2.218	3.194
NL	-22,6%	-40,3%	123.316	127.803	124.186	119.287	181.369	126.054	167.152	116.944	121.869	137.899	151.547	159.341	159.484	152.523	162.862	206.624
NO	-15,8%	-7,9%	48.594	45.945	45.580	44.013	47.943	44.914	46.205	45.068	45.760	48.162	51.386	57.680	60.837	62.522	54.758	52.759
PL	-87,8%	-57,0%	12.574	16.547	18.897	26.627	36.268	46.007	65.800	80.079	98.395	95.777	105.650	102.963	97.776	75.629	25.772	29.223
PT	-35,1%	-39,4%	3.659	3.822	4.072	4.256	4.527	4.899	5.205	6.011	6.759	6.392	5.966	5.638	5.024	5.338	4.560	6.043
RO	n.s.	n.s.	1.020	1.123	1.800	2.489	3.632	9.276	15.308	18.086	24.073	30.066	61.058	61.396	68	29	5	9
RS	n.s.	n.s.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SK	n.s.	n.s.	74	73	75	80	85	167	152	168	195	201	199	290	303	426	762	762
SL	-50,1%	-48,7%	814	766	758	948	1.037	1.082	1.082	1.230	1.341	1.466	1.584	1.631	1.780	1.924	1.850	1.588
SV	-19,6%	-5,4%	332.103	348.024	367.521	361.970	381.683	373.910	371.282	360.917	352.706	412.265	419.190	413.071	360.292	375.333	383.977	351.067
UK	12,5%	9,6%	1.798.250	1.743.037	1.753.702	1.750.574	1.835.145	1.733.045	1.836.627	1.729.141	1.675.563	1.520.584	1.526.607	1.597.863	1.662.439	1.687.997	1.701.107	1.640.113
TOTAL	-6,2%	2,8%	6.825.867	6.888.908	7.078.865	7.018.391	6.836.522	6.770.527	6.756.782	6.729.034	6.738.304	6.757.606	7.059.363	7.273.749	7.261.555	7.126.170	7.011.143	6.642.991
13 NMS-PL	-82,1%	-35,5%	16.271	17.961	19.289	21.027	23.575	27.606	34.328	38.198	46.958	55.100	88.467	91.054	41.292	43.754	36.619	25.223

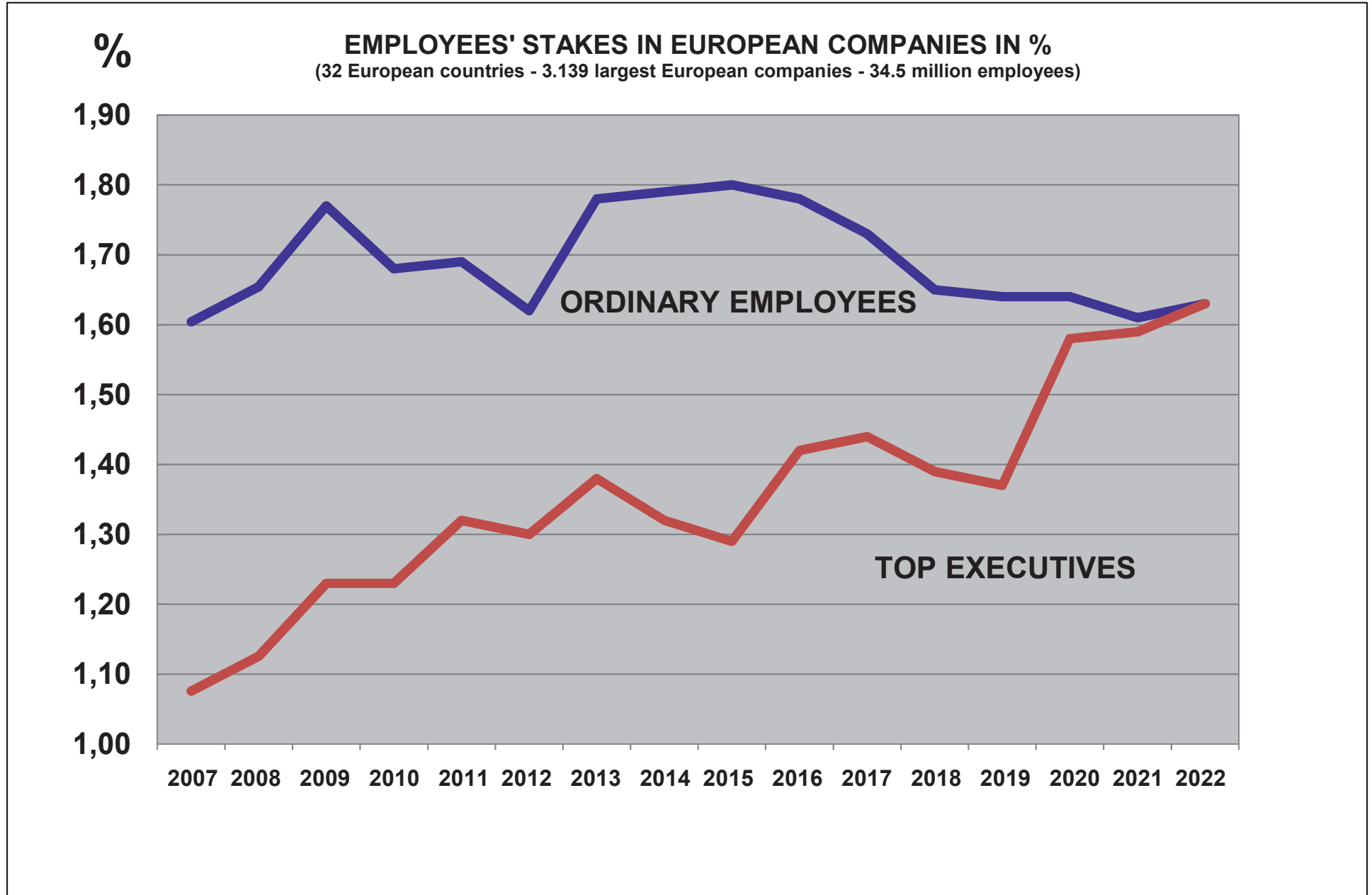
Table 16: Capitalization held by employees in large European companies, 2006-2022

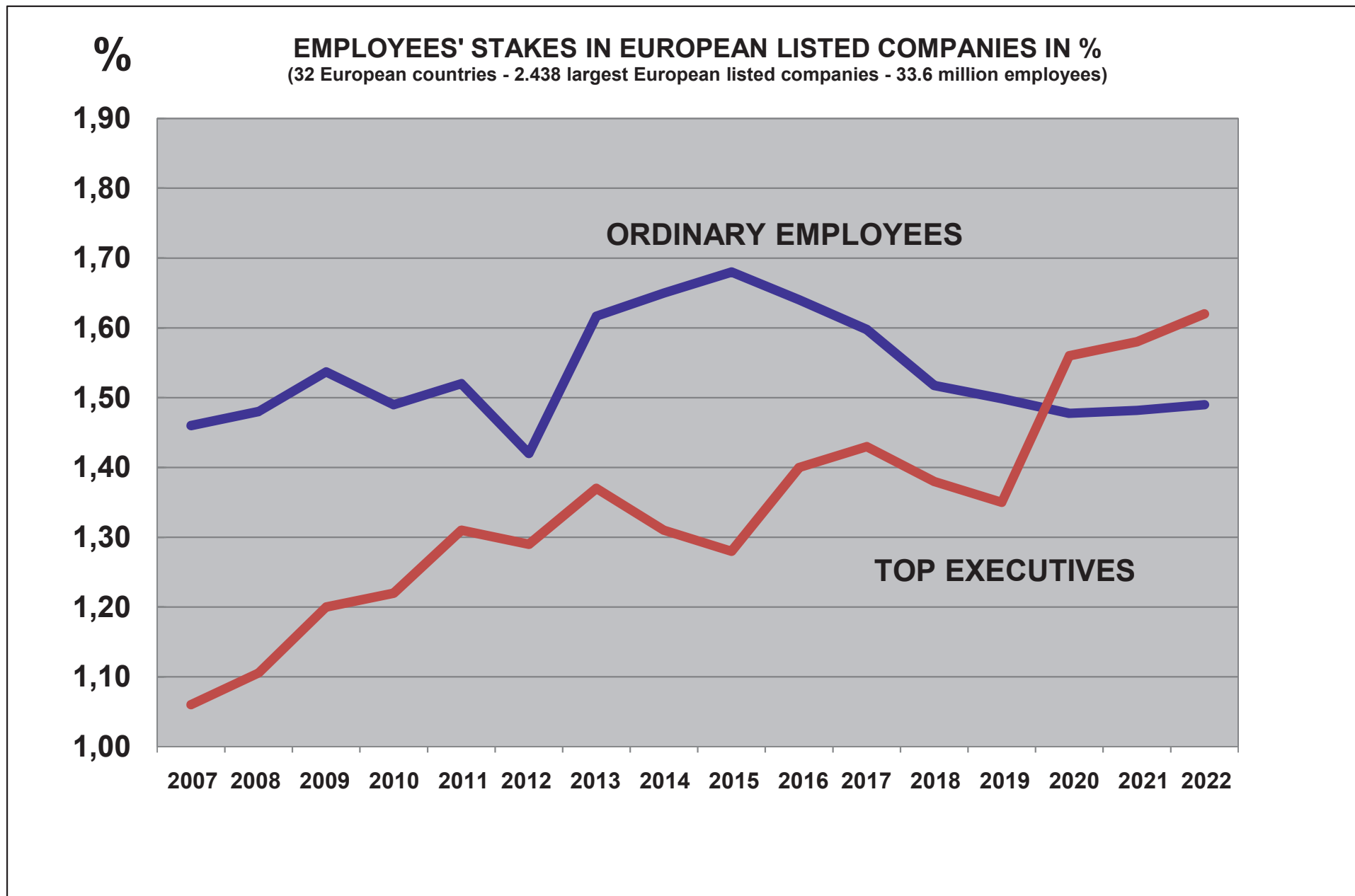
CAPITALIZATION HELD BY EMPLOYEES																		
Description	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	Average
Capitalization held by all employees (billion Euro)	447 €	441 €	322 €	354 €	365 €	361 €	302 €	335 €	290 €	260 €	193 €	225 €	188 €	158 €	222 €	251 €	185 €	
% Variation	+1,4%	+37,0%	-9,0%	-3,0%	+1,1%	+19,5%	-9,9%	+15,5%	+11,5%	+34,7%	-14,2%	+19,7%	+19,0%	-28,8%	-11,6%	+35,7%		+7,4%
Employees (million)	34,5	34,3	35,3	34,9	33,7	32,8	32,3	32,0	31,7	31,7	31,3	30,1	29,5	30,1	29,1	27,5	25,9	
Average capitalization held by employee	13.000 €	12.900 €	9.100 €	10.100 €	10.800 €	11.000 €	9.400 €	10.500 €	9.200 €	8.200 €	6.200 €	7.500 €	6.400 €	5.200 €	7.600 €	9.100 €	7.200 €	
Employee owners (million)	6,8	6,9	7,1	7,0	6,8	6,8	6,7	6,7	6,7	6,8	7,1	7,3	7,3	7,1	7,0	6,6	6,3	
Average capitalization held by each employee owner	65.500 €	64.000 €	45.500 €	50.400 €	53.700 €	53.300 €	44.900 €	49.800 €	43.000 €	38.500 €	27.300 €	30.900 €	25.900 €	22.200 €	31.700 €	37.800 €	29.500 €	
% Variation	+2,3%	+40,7%	-9,8%	-6,0%	+0,6%	+18,7%	-9,8%	+15,7%	+11,9%	+40,7%	-11,6%	+19,5%	+16,8%	-30,0%	-16,2%	+28,3%		+7,0%

Table 17: Capitalization held by employees in large European companies: Top Executives and ordinary employees, 2006-2022

TOP EXECUTIVES VERSUS ORDINARY EMPLOYEES																		
Description		2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
Capitalization held by all employees (billion €)	EO	446,8	441,1	322,0	354,2	365,3	360,8	302,2	334,6	289,8	259,7	192,7	225,4	187,8	157,8	221,7	250,6	185,3
Capitalization held by Top Executive employees (billion €)	EXEC	223,7	219,3	157,5	161,0	166,7	163,6	133,7	139,8	123,3	113,3	85,8	98,9	79,5	64,7	90,2	101,2	75,4
Capitalization held by non-executive employees (billion €)	NonEXEC	223,1	221,8	164,6	193,2	198,5	197,2	168,5	194,7	166,4	146,4	107,0	126,5	108,4	93,1	131,4	149,4	109,9
Executives' share in capitalization held by all employees	EXEC	50,1%	49,7%	48,9%	45,4%	45,6%	45,3%	44,2%	41,8%	42,6%	43,6%	44,5%	43,9%	42,3%	41,0%	40,7%	40,4%	40,7%
Non-executives' share in capitalization held by all employees	NonEXEC	49,9%	50,3%	51,1%	54,6%	54,4%	54,7%	55,8%	58,2%	57,4%	56,4%	55,5%	56,1%	57,7%	59,0%	59,3%	59,6%	59,3%
Average capitalization held by each employee owner	EO	65.500 €	64.000 €	45.500 €	50.500 €	53.700 €	53.300 €	44.900 €	49.700 €	43.000 €	38.400 €	27.300 €	31.000 €	25.900 €	22.100 €	31.600 €	37.800 €	29.500 €
Average capitalization held by each Executive	EXEC	21.400.000 €	21.100.000 €	15.200.000 €	15.700.000 €	16.400.000 €	16.300.000 €	13.500.000 €	14.500.000 €	13.000.000 €	12.200.000 €	9.200.000 €	10.900.000 €	8.900.000 €	7.400.000 €	10.300.000 €	11.600.000 €	8.600.000 €
Average capitalization held by each ordinary employee owner	NonEXEC	32.700 €	32.200 €	23.300 €	27.600 €	29.200 €	29.200 €	25.100 €	29.000 €	24.700 €	21.700 €	15.200 €	17.400 €	14.900 €	13.100 €	18.800 €	22.500 €	17.500 €
Employees' stake in ownership structure	EO	3,26%	3,20%	3,22%	3,01%	3,04%	3,17%	3,20%	3,09%	3,11%	3,16%	2,92%	3,01%	2,91%	3,00%	2,78%	2,68%	2,37%
Executives' stake in ownership structure	EXEC	1,63%	1,59%	1,58%	1,37%	1,39%	1,44%	1,42%	1,29%	1,32%	1,38%	1,30%	1,32%	1,23%	1,23%	1,13%	1,08%	0,96%
Ordinary employees' stake in ownership structure	NonEXEC	1,63%	1,61%	1,64%	1,64%	1,65%	1,73%	1,78%	1,80%	1,79%	1,78%	1,62%	1,69%	1,68%	1,77%	1,65%	1,60%	1,41%







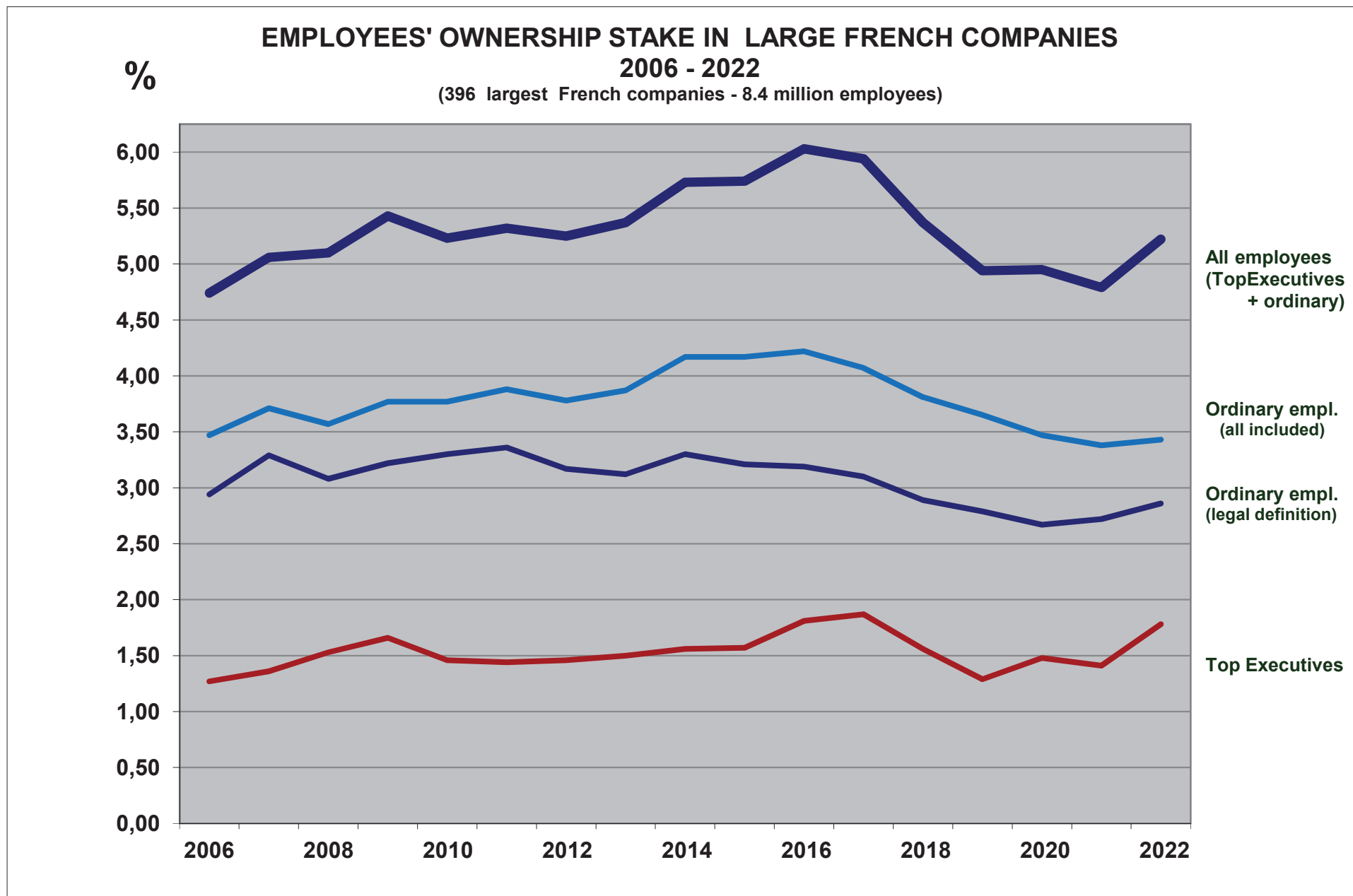


Table 18 A: Top Executives and ordinary employees - Capitalisation held in European countries in 2022

	Listed Companies	TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		EUROPEAN LISTED COMPANIES IN 2022								
		TOP EXECUTIVES					ORDINARY EMPLOYEES			
		Top Executives	Average number in a company	Capital held by each Top Executive	Capital held by all Top Executives	Stake held by all Top Executives	Employee shareholders	Capital held by each employee shareholder	Capital held by all employee shareholders	Stake held by all employee shareholders
Number	Number	€	billion €	in %	Number	€	billion €	in %		
AT	39	158	4,05	24.250.009 €	3,8 €	3,58%	62.115	24.944 €	1,5 €	1,45%
BE	56	167	2,98	41.642.379 €	7,0 €	2,90%	25.199	99.560 €	2,5 €	1,05%
BG	6	22	3,67	9.611.323 €	0,2 €	23,63%	0	0 €	0,0 €	0,00%
CH	167	964	5,77	20.913.802 €	20,2 €	1,20%	227.359	127.503 €	29,0 €	1,73%
CY	5	9	1,80	174.436 €	0,0 €	0,10%	445	2.283 €	0,0 €	0,07%
CZ	7	35	5,00	4.839.097 €	0,2 €	0,42%	3.352	159.745 €	0,5 €	1,33%
DA	74	243	3,28	8.682.889 €	2,1 €	0,36%	42.176	74.629 €	3,1 €	0,54%
DE	241	916	3,80	23.711.750 €	21,7 €	1,09%	881.054	19.874 €	17,5 €	0,88%
EE	8	21	2,63	163.440 €	0,0 €	0,08%	129	144.136 €	0,0 €	0,46%
ES	99	164	1,66	68.848.161 €	11,3 €	1,98%	64.247	24.289 €	1,6 €	0,27%
FI	84	711	8,46	1.021.930 €	0,7 €	0,27%	101.654	18.621 €	1,9 €	0,70%
FR	271	588	2,17	73.702.937 €	43,3 €	1,71%	2.592.494	32.634 €	84,6 €	3,35%
GR	38	126	3,32	30.173.049 €	3,8 €	7,02%	5.375	28.401 €	0,2 €	0,28%
HR	14	58	4,14	6.993.757 €	0,4 €	3,00%	430	136.116 €	0,1 €	0,43%
HU	8	47	5,88	4.257.926 €	0,2 €	0,98%	6.072	34.697 €	0,2 €	1,03%
IE	26	55	2,12	18.283.943 €	1,0 €	0,77%	12.898	53.758 €	0,7 €	0,53%
IS	10	66	6,60	14.104.943 €	0,9 €	7,89%	640	96.315 €	0,1 €	0,52%
IT	142	318	2,24	83.453.708 €	26,5 €	4,96%	98.052	27.878 €	2,7 €	0,51%
LT	8	42	5,25	1.868.547 €	0,1 €	1,76%	412	2.164 €	0,0 €	0,02%
LU	17	80	4,71	100.967.067 €	8,1 €	11,60%	2.994	237.044 €	0,7 €	1,02%
LV	1	4	4,00	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
MT	12	39	3,25	5.439.805 €	0,2 €	5,06%	2.263	13.348 €	0,0 €	0,72%
NL	79	212	2,68	70.797.974 €	15,0 €	1,76%	119.591	102.758 €	12,3 €	1,44%
NO	137	877	6,40	5.932.656 €	5,2 €	1,50%	44.084	95.491 €	4,2 €	1,21%
PL	99	442	4,46	16.874.103 €	7,5 €	6,83%	11.387	20.994 €	0,2 €	0,22%
PT	26	88	3,38	2.569.623 €	0,2 €	0,30%	3.571	9.882 €	0,0 €	0,05%
RO	13	53	4,08	163.908 €	0,0 €	0,05%	967	11.426 €	0,0 €	0,06%
RS	3	11	3,67	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SK	2	10	5,00	7.580.014 €	0,1 €	4,66%	0	0 €	0,0 €	0,00%
SL	10	45	4,50	204.315 €	0,0 €	0,12%	16	238.863 €	0,0 €	0,05%
SV	241	1.882	7,81	8.189.249 €	15,4 €	2,15%	328.603	17.514 €	5,8 €	0,80%
UK	495	1.161	2,35	22.323.833 €	25,9 €	0,98%	1.630.947	20.364 €	33,2 €	1,25%
32 COUNTRIES	2.438	9.614	3,94	22.996.486 €	221,1 €	1,62%	6.268.498	32.340 €	202,7 €	1,49%
13 NMS - PL (*)	94	385	4,10	3.573.748 €	1,4 €	1,18%	14.066	61.869 €	0,9 €	0,75%

(*) "New"Member States except Poland

Table 18 B: Top Executives and ordinary employees - Ownership stakes in European countries 2007-2022

	TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES												
	EUROPEAN LISTED COMPANIES												
	TOP EXECUTIVES							ORDINARY EMPLOYEES					
	Capital held in 2022	Capital held in 2007	Increase or decrease 2022-2007	Stake held in 2022	Stake held in 2007	Increase or decrease 2022-2007	on which due to stock options & other plans in % (**)	Capital held in 2022	Capital held in 2007	Increase or decrease 2022-2007	Stake held in 2022	Stake held in 2007	Increase or decrease 2022-2007
billion €	billion €	billion €	in %	in %	in %	in % (**)	billion €	billion €	billion €	in %	in %	in %	
AT	3,8 €	1,5 €	2,3 €	3,58%	1,26%	2,32%	0,00%	1,5 €	2,6 €	-1,1 €	1,45%	2,19%	-0,74%
BE	7,0 €	1,4 €	5,6 €	2,90%	0,75%	2,16%	0,09%	2,5 €	2,3 €	0,2 €	1,05%	1,26%	-0,21%
BG	0,2 €	0,1 €	0,1 €	23,63%	4,56%	19,06%	0,00%	0,0 €	0,0 €	0,0 €	0,00%	0,09%	-0,09%
CH	20,2 €	7,3 €	12,8 €	1,20%	0,88%	0,33%	0,02%	29,0 €	11,8 €	17,2 €	1,73%	1,42%	0,31%
CY	0,0 €	0,0 €	0,0 €	0,10%	0,02%	0,09%	0,00%	0,0 €	0,5 €	-0,5 €	0,07%	6,09%	-6,03%
CZ	0,2 €	0,2 €	0,0 €	0,42%	0,46%	-0,04%	0,23%	0,5 €	0,0 €	0,5 €	1,33%	0,00%	1,33%
DA	2,1 €	0,3 €	1,8 €	0,36%	0,18%	0,18%	0,10%	3,1 €	0,9 €	2,3 €	0,54%	0,53%	0,01%
DE	21,7 €	7,9 €	13,8 €	1,09%	0,70%	0,38%	0,05%	17,5 €	12,4 €	5,1 €	0,88%	1,10%	-0,22%
EE	0,0 €	0,0 €	0,0 €	0,08%	1,94%	-1,85%	0,00%	0,0 €	0,0 €	0,0 €	0,46%	0,22%	0,24%
ES	11,3 €	11,5 €	-0,2 €	1,98%	1,88%	0,10%	0,01%	1,6 €	2,3 €	-0,7 €	0,27%	0,37%	-0,09%
FI	0,7 €	0,6 €	0,1 €	0,27%	0,25%	0,02%	0,01%	1,9 €	2,6 €	-0,7 €	0,70%	1,13%	-0,43%
FR	43,3 €	21,0 €	22,3 €	1,71%	1,28%	0,44%	0,04%	84,6 €	59,7 €	24,9 €	3,35%	3,63%	-0,29%
GR	3,8 €	2,7 €	1,1 €	7,02%	2,40%	4,61%	0,04%	0,2 €	0,5 €	-0,3 €	0,28%	0,45%	-0,17%
HR	0,4 €	0,2 €	0,2 €	3,00%	1,14%	1,86%	0,00%	0,1 €	0,1 €	0,0 €	0,43%	0,36%	0,07%
HU	0,2 €	0,3 €	-0,1 €	0,98%	1,02%	-0,04%	0,00%	0,2 €	0,2 €	0,0 €	1,03%	0,62%	0,42%
IE	1,0 €	1,2 €	-0,2 €	0,77%	1,22%	-0,45%	0,10%	0,7 €	0,8 €	-0,1 €	0,53%	0,85%	-0,32%
IS	0,9 €	0,0 €	0,9 €	7,89%	1,34%	6,55%	0,02%	0,1 €	0,0 €	0,1 €	0,52%	0,43%	0,09%
IT	26,5 €	9,9 €	16,7 €	4,96%	1,95%	3,02%	0,07%	2,7 €	1,7 €	1,0 €	0,51%	0,34%	0,18%
LT	0,1 €	0,0 €	0,1 €	1,76%	0,55%	1,21%	0,00%	0,0 €	0,0 €	0,0 €	0,02%	0,00%	0,02%
LU	8,1 €	0,4 €	7,7 €	11,60%	1,00%	10,60%	0,00%	0,7 €	0,0 €	0,7 €	1,02%	0,06%	0,96%
LV	0,0 €	0,0 €	0,0 €	0,00%	0,00%	0,00%	0,00%	0,0 €	0,0 €	0,0 €	0,00%	0,00%	0,00%
MT	0,2 €	0,0 €	0,2 €	5,06%	0,44%	4,63%	0,00%	0,0 €	0,0 €	0,0 €	0,72%	1,09%	-0,37%
NL	15,0 €	4,1 €	10,9 €	1,76%	0,93%	0,84%	0,04%	12,3 €	4,6 €	7,7 €	1,44%	1,03%	0,41%
NO	5,2 €	1,2 €	4,0 €	1,50%	0,61%	0,89%	0,03%	4,2 €	1,3 €	2,9 €	1,21%	0,69%	0,52%
PL	7,5 €	2,0 €	5,5 €	6,83%	1,58%	5,25%	0,34%	0,2 €	0,9 €	-0,6 €	0,22%	0,70%	-0,48%
PT	0,2 €	0,5 €	-0,3 €	0,30%	0,97%	-0,67%	0,00%	0,0 €	0,4 €	-0,4 €	0,05%	0,78%	-0,73%
RO	0,0 €	0,0 €	0,0 €	0,05%	0,02%	0,03%	0,00%	0,0 €	0,0 €	0,0 €	0,06%	0,00%	0,06%
RS	0,0 €	0,0 €	0,0 €	0,00%	0,00%	0,00%	0,00%	0,0 €	0,0 €	0,0 €	0,00%	0,00%	0,00%
SK	0,1 €	0,0 €	0,1 €	4,66%	0,00%	4,66%	0,00%	0,0 €	0,0 €	0,0 €	0,00%	0,00%	0,00%
SL	0,0 €	0,1 €	0,0 €	0,12%	0,47%	-0,35%	0,00%	0,0 €	0,0 €	0,0 €	0,05%	0,22%	-0,17%
SV	15,4 €	3,1 €	12,3 €	2,15%	0,95%	1,20%	0,01%	5,8 €	2,8 €	3,0 €	0,80%	0,85%	-0,04%
UK	25,9 €	22,0 €	3,9 €	0,98%	0,92%	0,06%	0,08%	33,2 €	27,8 €	5,4 €	1,25%	1,16%	0,09%
32 COUNTRIES	221,1 €	99,4 €	121,7 €	1,62%	1,06%	0,56%	0,05%	202,7 €	136,2 €	66,5 €	1,49%	1,46%	0,03%
13 NMS - PL (*)	1,4 €	0,9 €	0,5 €	1,18%	0,66%	0,52%	0,06%	0,9 €	0,8 €	0,0 €	0,75%	0,62%	0,13%

(*) "New" Member States except Poland

(**) 2021, see Annual Survey 2021

LES ENTREPRISES

LES ENTREPRISES EUROPEENNES

- Ce Recensement est basé sur la base de données EFES de l'actionnariat salarié dans les entreprises européennes. Pour le Recensement Economique en 2022, 3.139 entreprises ont été compilées ([Table 19](#)). Ces 3.139 entreprises comprennent:
 - Toutes les entreprises cotées dont la capitalisation boursière a atteint 200 millions d'Euro ou plus aux mois de mai des années 2006 à 2022. Le Recensement inclut ainsi toutes les entreprises cotées européennes de taille significative, sans exception.
 - Les entreprises non-cotées dont les salariés détiennent 50% ou plus, et qui emploient au moins 100 personnes. Parmi celles-ci, le nombre de coopératives de salariés a fortement augmenté en 2022, du fait de l'identification de 251 entreprises majoritairement détenues par leurs salariés parmi les "coopératives sociales" italiennes.

En 2022, 2.438 entreprises cotées sont incluses dans le Recensement, ainsi que 701 entreprises non-cotées (parmi lesquelles les 415 plus grandes coopératives de salariés en Europe). En nombre, les 2.438 plus grandes entreprises cotées représentent 35% de toutes les sociétés cotées européennes en 2022 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), mais elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi. Ainsi la base de données EFES et ce Recensement donnent une image pratiquement exhaustive de l'actionnariat salarié et de la participation dans les entreprises cotées européennes.

- **Liste des cas remarquables de l'actionnariat salarié en Europe**

La liste des 113 entreprises européennes les plus remarquables pour l'actionnariat salarié est publiée [page 45](#).

- **Les entreprises cotées dotées de plans d'actionnariat salarié**

Le remarquable développement des plans d'actionnariat salarié dans les grandes entreprises européennes de 1945 à 2022 apparaît aux [Graphiques 12 et 13](#). Un développement spectaculaire, soudain et rapide a démarré au milieu des années 1980. Le même développement s'observe dans tous les pays européens, mais avec un décalage de 30 ans entre les pays de tête (Royaume Uni, France et pays nordiques) et ceux qui ferment la marche (Portugal et "nouveaux" Etats membres de l'Union européenne).

- **Démocratisation croissante de l'actionnariat salarié**

Il est remarquable d'observer que le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salarié dans l'ensemble des salariés) augmente au fil du temps dans les grandes entreprises européennes, après le lancement de leur premier plan d'actionnariat, pour tendre vers 50% ([Graphique 14](#)). Cela signifie que la balance des risques et des avantages de l'actionnariat salarié est généralement appréciée positivement par les salariés. D'après l'expérience générale des actionnaires salariés européens, les bénéfices de l'actionnariat salarié surpassent les risques, même à travers les multiples crises intervenues au cours des dernières cinquante années.

- **Part détenue par les salariés dans chaque grande entreprise européenne**

De 0 à 100%, on observe un éventail continu des parts détenues par les salariés dans les grandes entreprises européennes ([Graphique 15](#)). Aucun nombre magique n'apparaît ici.

- **Les classements du TOP 100 Actionnariat Salarié Europe**

Les tableaux du TOP 100 Actionnariat Salarié Europe sont établis sur base de deux classements des 100 plus grandes entreprises européennes pour leur actionnariat salarié ([page 50](#)).

Table 19: Numbers of companies in the EFES database in 2022

EFES DATABASE OF EUROPEAN COMPANIES IN 2022				
~ Listed companies with market capitalisation of 200 million € or more in May 2006, 2007, ..., 2022				
~ Non-listed companies whose employees own at least 50% and employing 100 persons or more				
Countries	Companies numbers	Listed	Non-listed	on which Coops
AT - Austria	40	39	1	0
BE - Belgium	60	56	4	0
BG - Bulgaria	6	6	0	0
CH - Switzerland	168	167	1	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	25	7	18	18
DA - Denmark	77	74	3	0
DE - Germany	247	241	6	0
EE - Estonia	8	8	0	0
ES - Spain	157	99	58	42
FI - Finland	84	84	0	0
FR - France	396	271	125	73
GR - Greece	38	38	0	0
HR - Croatia	14	14	0	0
HU - Hungary	10	8	2	0
IE - Ireland	28	26	2	0
IS - Iceland	10	10	0	0
IT - Italy	414	142	272	272
LT - Lithuania	8	8	0	0
LU - Luxemburg	17	17	0	0
LV - Latvia	1	1	0	0
MT - Malta	12	12	0	0
NL - Netherlands	85	79	6	0
NO - Norway	139	137	2	0
PL - Poland	102	99	3	2
PT - Portugal	26	26	0	0
RO - Romania	13	13	0	0
RS - Serbia	3	3	0	0
SK - Slovakia	4	2	2	2
SL - Slovenia	13	10	3	0
SV - Sweden	248	241	7	0
UK - United Kingdom	681	495	186	6
TOTAL 32 COUNTRIES	3.139	2.438	701	415
On which:				
European Union + UK	2.819	2.121	698	415
New Member States (without PL)	119	94	25	20

Most noteworthy European companies in 2022 as regards employee share ownership

(L = Listed / NL = Non-listed / NX = others)

AUSTRIA

AT L Amag Austria Metall
AT L Flughafen Wien
AT L Oberbank
AT L Voestalpine

BELGIUM

BE L Colruyt
BE L Elia
BE L EVS
BE L KBC
BE NL Automation & Robotics
BE NL Easi

BULGARIA

no

SWITZERLAND

CH L Baloise
CH L Berner KB
CH L Crédit Suisse
CH L Geberit
CH L Swiss RE
CH L UBS
CH L Zurich Insurance

CYPRUS

no

CZECH REPUBLIC

no

DENMARK

DA L Jobindex
DA L Novo Nordisk
DA L Topdanmark
DA NL JPH Gruppen

GERMANY

DE L Allianz
DE L BASF
DE L Bayer
DE L Deutsche Bank
DE L PSI
DE L RWE
DE L SAP
DE L Siemens
DE NL Der Spiegel

ESTONIA

no

SPAIN

ES L Construcciones y Auxiliar de Ferro.
ES L Repsol
ES NL Izar
ES NL Mondragon

FINLAND

FI L Aspo
FI L Finnair

FRANCE

FR L Air Liquide
FR L Arkema
FR L Axa
FR L Bouygues
FR L Crédit Agricole
FR L Eiffage
FR L Engie
FR L EssilorLuxottica
FR L Kaufman & Broad
FR L LDC
FR L Nexans
FR L Nexity
FR L Orange
FR L Safran
FR L Saint-Gobain
FR L Samse
FR L Schneider Electric
FR L Société Générale
FR L Sopra Steria
FR L Spie
FR L STEF
FR L Thales
FR L Thermador
FR L TotalEnergies
FR L Ubisoft
FR L Valeo
FR L Veolia
FR L Vinci
FR L Vivendi
FR L Wavestone
FR NL Acome
FR NL Artelia
FR NL NGE
FR NL Spie Batignolles
FR NL UTB
FR NX Auchan
FR NX Les Zelles
FR NX Sagemcom

GREECE

no

CROATIA

no

HUNGARY

no

IRELAND

IE NL PM Group

ICELAND

no

ITALY

IT L Intesa Sanpaolo
IT L Prysmian

LITUANIA

no

LUXEMBURG

no

LATVIA

no

MALTA

no

NETHERLANDS

NL L Arcadis
NL L Holland Colours
NL L Nedap
NL L Van Lanschot Kempen
NL NL Tauw
NL NL Witteveen en Bos

NORWAY

NO L ABG Sundal Collier
NO L AF Gruppen
NO L Bouvet
NO L Kongsberg Gruppen
NO L Multiconsult
NO L Veidekke
NO NL Kantega
NO NL Norconsult

POLAND

PL NL Grupa Ang

PORTUGAL

no

ROMANIA

no

SERBIA

no

SLOVAKIA

no

SLOVENIA

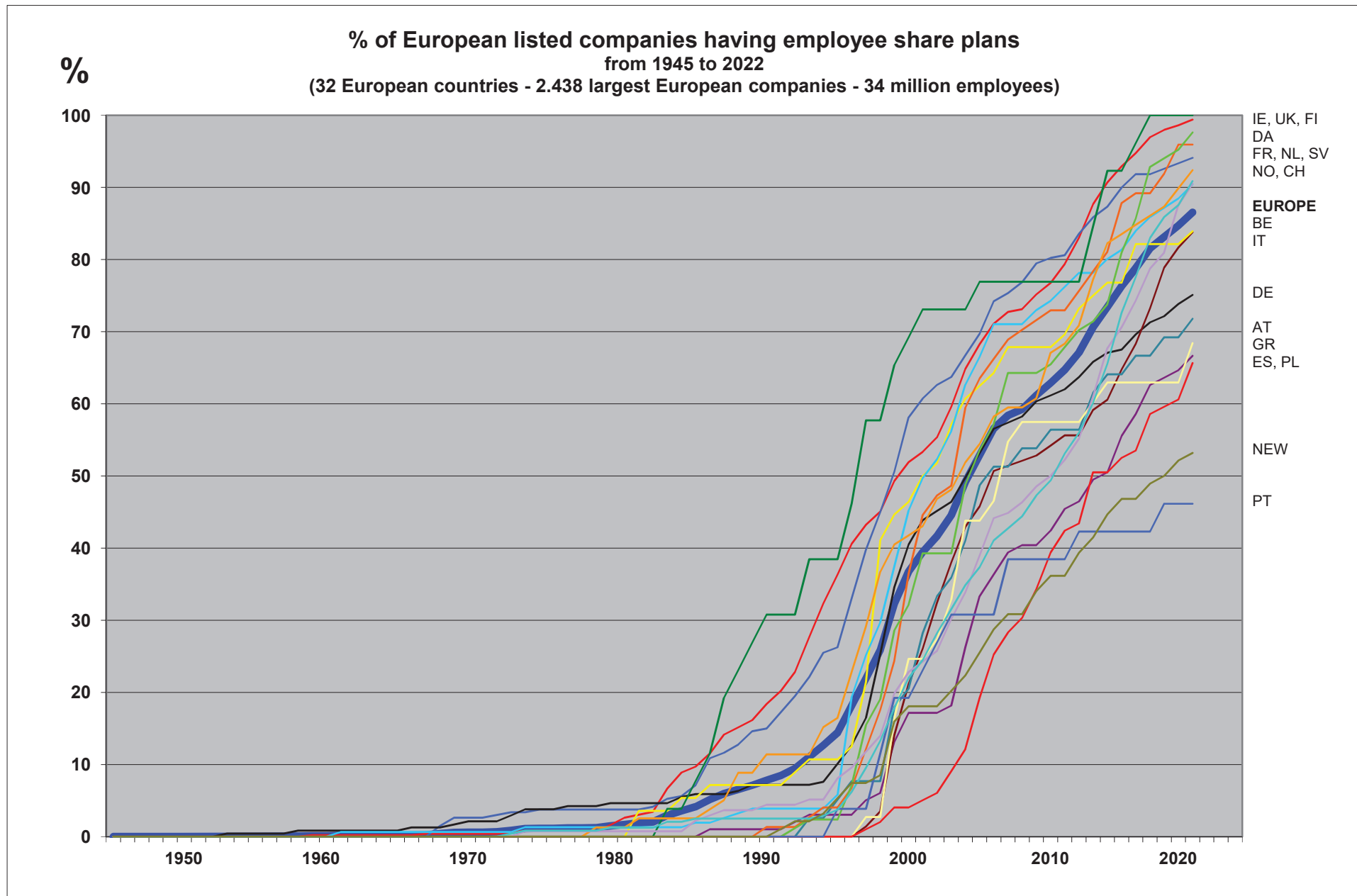
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SWEDEN

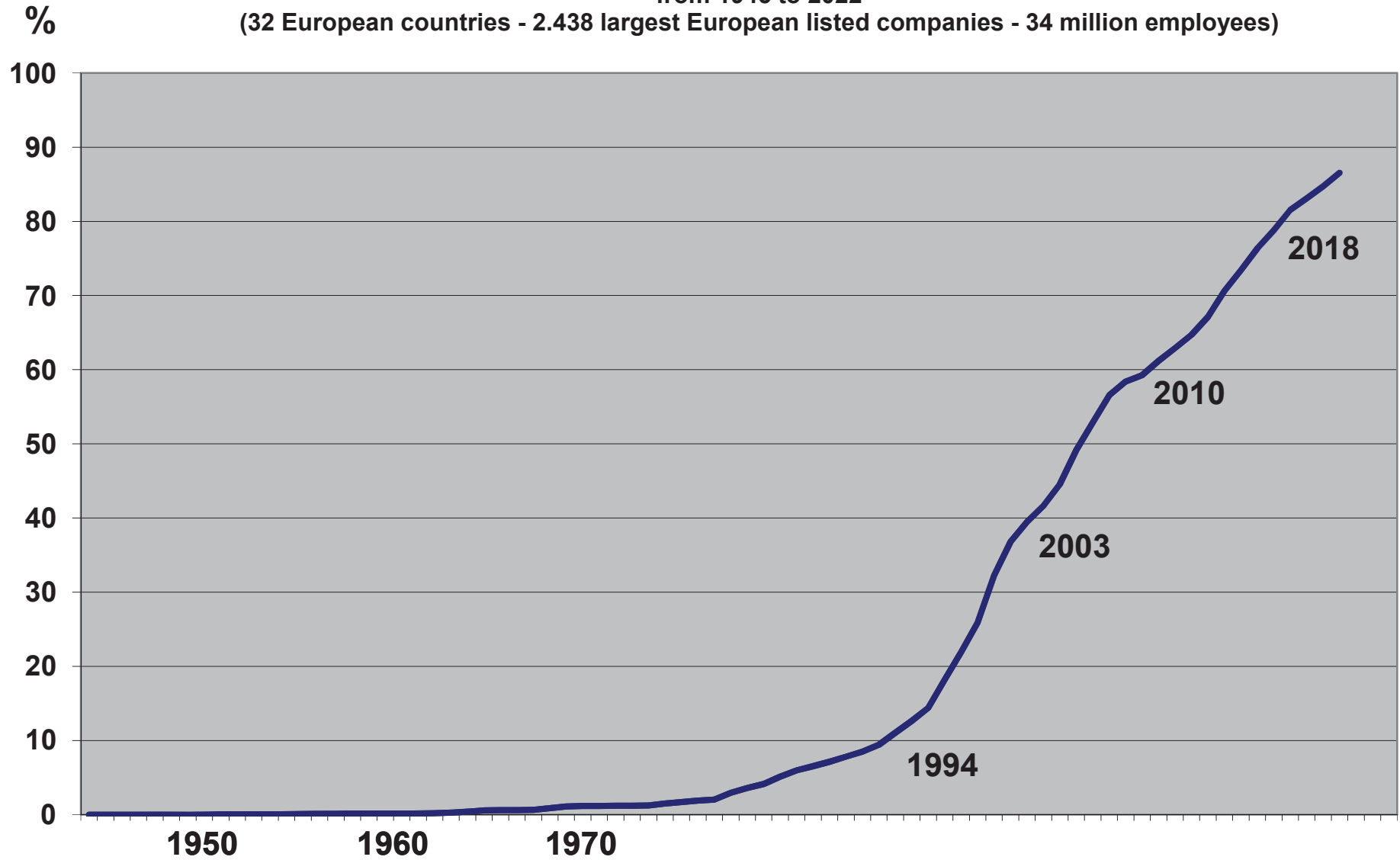
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SV L Saab
SV L Skanska
SV L Svenska Handelsbanken

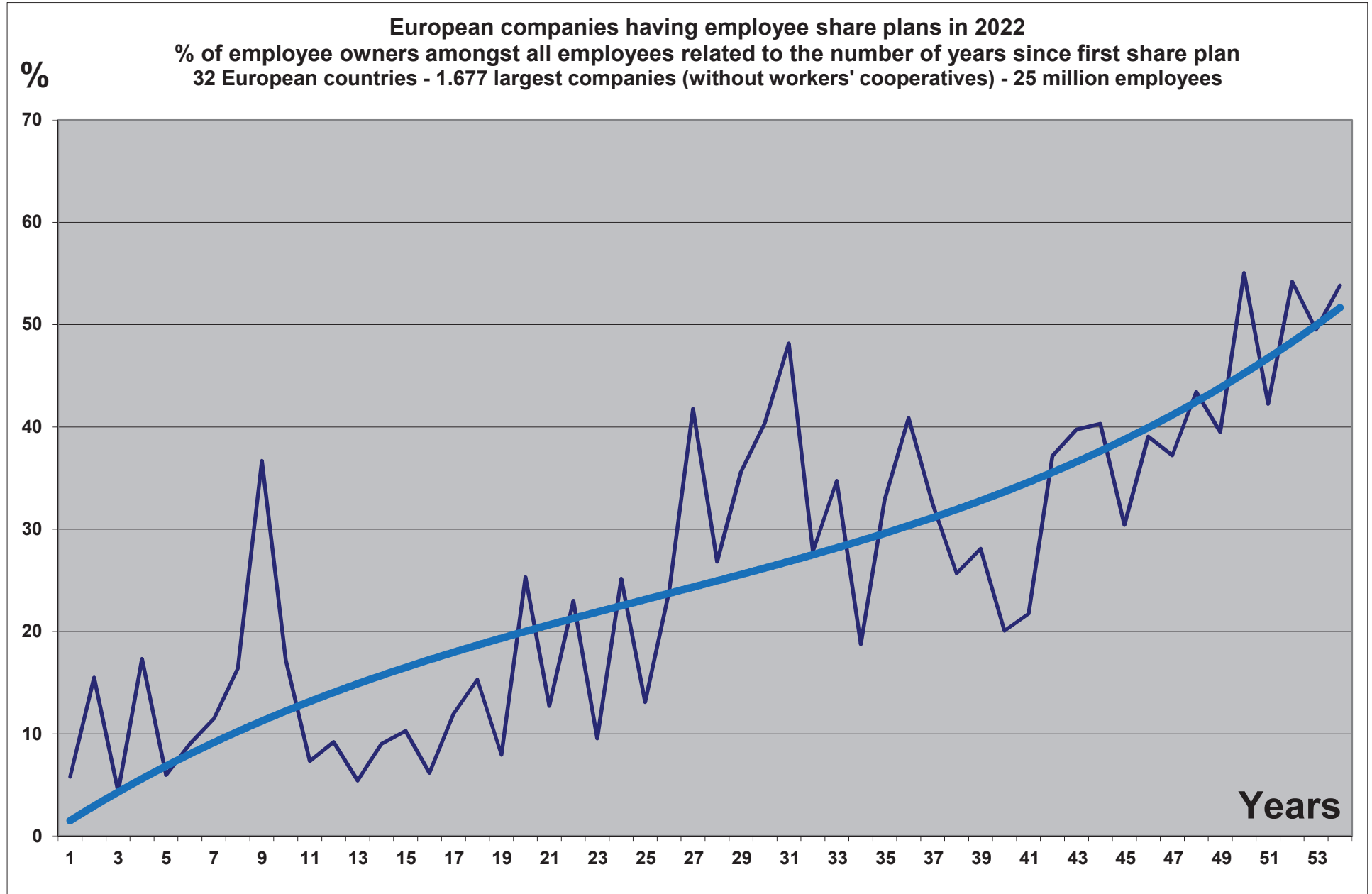
UNITED KINGDOM

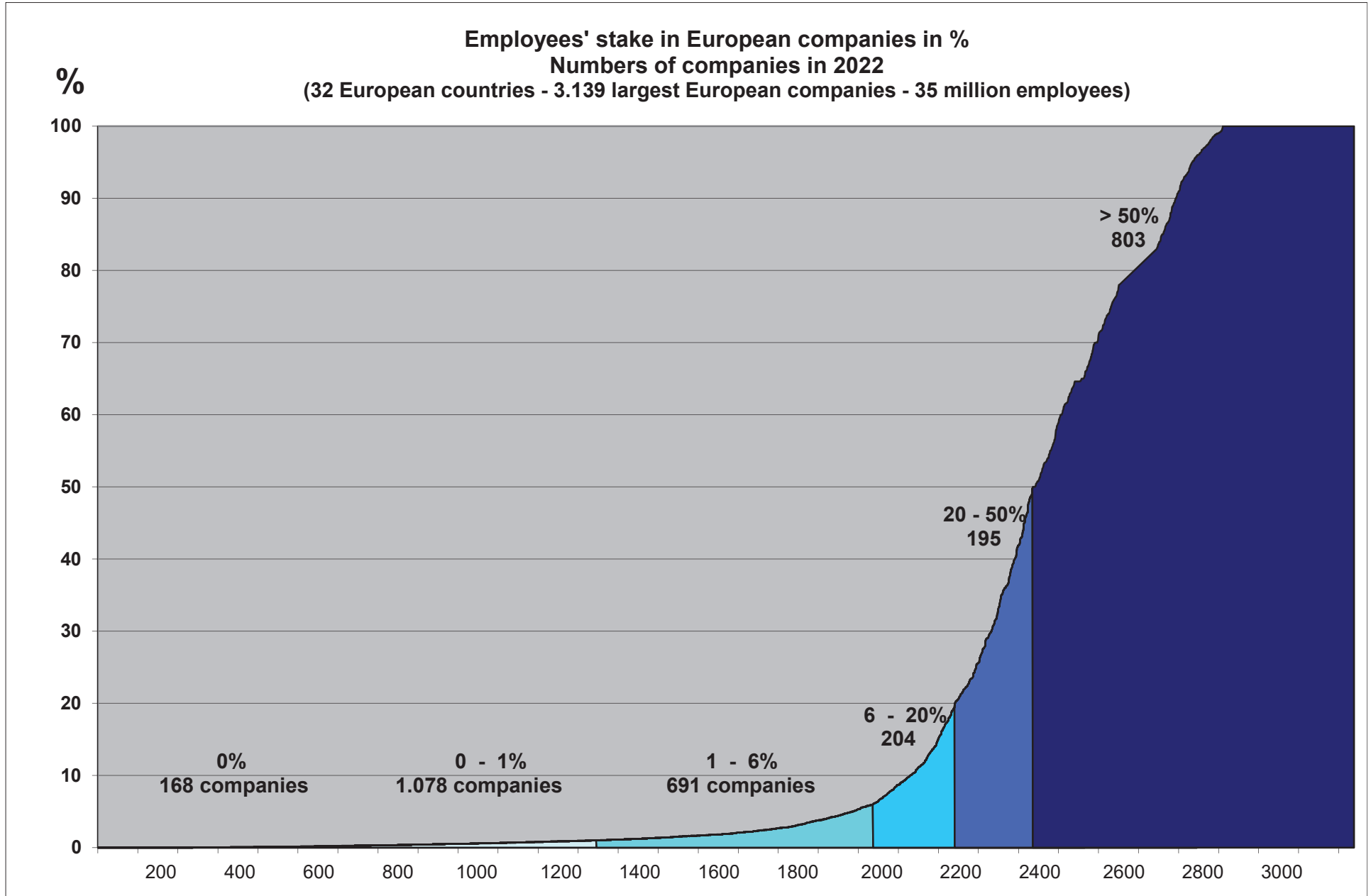
UK L Admiral
UK L BAE Systems
UK L Britvic
UK L BT
UK L Clarkson
UK L Johnson Matthey
UK L Mitie
UK L Ocado
UK L Rathbones
UK L Royal Mail
UK NL Adventure Forest Group
UK NL Arup Group
UK NL Eagle Plant
UK NL John Lewis Partnership
UK NL Mott MacDonald
UK NL Riverford Organic Farmers
UK NL Scott Bader



European listed companies having employee share plans
from 1945 to 2022
(32 European countries - 2.438 largest European listed companies - 34 million employees)







LE TOP 100 ACTIONNARIAT SALARIE EUROPE EN 2022

Le TOP 100 Actionnariat Salarié Europe établit un double classement des plus grandes entreprises européennes en fonction de leur actionnariat salarié.

CLASSEMENT EURO CAP100

Les entreprises sont classées d'après la capitalisation détenue par les salariés, en millions d'Euro.

Le classement vise les plus grandes entreprises européennes détenues totalement ou partiellement par leurs salariés via un trust ou une foundation d'actionnariat salarié, des plans d'achat d'actions et autres plans d'actionnariat salarié, ou comme coopératives de salariés.

CLASSEMENT EURO EMP100

Les entreprises sont classées d'après leur nombre de salariés.

Le classement vise les plus grandes entreprises européennes détenues au moins à 50% par leurs salariés, via un trust ou une foundation d'actionnariat salarié, des plans d'achat d'actions et autres plans d'actionnariat salarié, ou comme coopératives de salariés.

**THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100
IN 2022
EUROPE CAP 100 ranking
Top European companies by capitalization held by employees**

CAP 100 Ranking 2022	Company	Country	EO held capitalization million €	Capitalization million € May 2022	% employee owned	Employees number	L/NL listed/non-list	First Plan Year	Branche
1	Glencore	UK	12.351,6 €	70.342,1 €	17,56	81.284	L	1.997	Extractive industries & services
2	TotalEnergies	FR	9.242,1 €	128.844,5 €	7,17	101.309	L	1.998	Integrated oil & gas
3	Roche	CH	8.332,8 €	253.053,6 €	3,29	100.920	L	2.000	Pharmaceuticals manufactures
4	Vinci	FR	6.533,2 €	53.584,6 €	12,19	219.299	L	1.993	Heavy construction
5	Adyen	NL	5.908,5 €	42.428,7 €	13,93	2.180	L	2.007	Other banking & financial services
6	Bouygues	FR	5.493,2 €	11.831,2 €	46,43	124.651	L	1.968	Heavy construction
7	Sanofi	FR	5.193,2 €	123.309,8 €	4,21	95.442	L	1.990	Pharmaceuticals manufactures
8	Mondragon	ES	5.131,0 €	5.657,3 €	90,70	80.000	NL	1.956	Miscellaneous
9	L'Oréal	FR	4.741,5 €	173.057,8 €	2,74	85.412	L	1.968	Personal care products
10	AstraZeneca	UK	4.424,0 €	181.449,0 €	2,44	83.100	L	1.994	Pharmaceuticals manufactures
11	Novartis	CH	3.937,4 €	199.751,8 €	1,97	104.323	L	1.990	Pharmaceuticals manufactures
12	Safran	FR	3.805,2 €	40.062,5 €	9,50	76.765	L	1.969	Aerospace/defense - products
13	Lindt	CH	3.676,9 €	23.939,9 €	15,36	14.135	L	1.999	Other food products
14	Schneider Electric	FR	3.228,1 €	72.872,7 €	4,43	147.468	L	1.994	Electrical products
15	Dassault Systèmes	FR	3.170,3 €	50.109,9 €	6,33	20.496	L	1.993	Engineering & industrial software
16	John Lewis Partnership	UK	3.133,3 €	3.133,3 €	100,00	78.600	NL	1.929	Department stores
17	EssilorLuxottica	FR	3.044,4 €	64.142,4 €	4,75	143.750	L	1.972	Other non-durables
18	SAP	DE	2.981,3 €	109.913,2 €	2,71	107.415	L	2.000	Other software
19	Capgemini	FR	2.957,3 €	30.457,2 €	9,71	324.684	L	1.987	Computer & consulting services
20	Siemens	DE	2.955,3 €	90.890,8 €	3,25	303.000	L	1.969	Electronics manufacturing & equipm
21	BNP Paribas	FR	2.858,3 €	63.457,0 €	4,50	189.765	L	1.997	Banks
22	Axa	FR	2.778,9 €	52.939,5 €	5,25	110.477	L	1.989	Life insurance
23	UBS	CH	2.768,3 €	59.856,8 €	4,62	72.779	L	1.997	Banks
24	LVMH	FR	2.725,7 €	285.389,8 €	0,96	175.647	L	1.992	Luxury goods & watches
25	Airbus	FR	2.393,0 €	82.281,4 €	2,91	126.495	L	2.000	Aerospace/defense
26	Saint-Gobain	FR	2.378,1 €	27.453,3 €	8,66	165.871	L	1.987	Building materials & equipment
27	Orange	FR	2.301,3 €	31.069,5 €	7,41	139.698	L	1.992	Diversified telecom operators
28	Equinor	NO	2.164,0 €	105.266,7 €	2,06	21.126	L	2.004	Integrated oil & gas
29	Eiffage	FR	2.027,8 €	9.051,3 €	22,40	74.912	L	1.986	Heavy construction
30	Crédit Agricole	FR	1.871,3 €	30.446,6 €	6,15	77.795	L	2.001	Banks
31	Air Liquide	FR	1.864,7 €	74.932,0 €	2,49	66.436	L	1.986	Commodity chemicals
32	Svenska Handelsbanken	SV	1.792,4 €	17.894,3 €	10,02	12.240	L	1.973	Banks
33	Deutsche Bank	DE	1.765,3 €	18.873,8 €	9,35	82.969	L	1.974	Banks
34	Linde	DE	1.749,7 €	158.786,4 €	1,10	72.327	L	2.002	Commodity chemicals
35	Société Générale	FR	1.664,1 €	19.216,2 €	8,66	131.293	L	1.987	Banks
36	Hermes	FR	1.660,5 €	109.158,8 €	1,52	17.595	L	1.998	Clothing & footwear
37	HSBC	UK	1.589,7 €	114.285,9 €	1,39	219.697	L	1.984	Banks
38	STMicroelectronics	NL	1.446,1 €	32.502,4 €	4,45	48.254	L	1.995	Semiconductors
39	ASML	NL	1.372,4 €	215.350,2 €	0,64	32.016	L	1.997	Semiconductors
40	GlaxoSmithKline	UK	1.193,9 €	102.354,5 €	1,17	90.066	L	1.991	Pharmaceuticals manufactures
41	Intesa Sanpaolo	IT	1.185,7 €	34.357,6 €	3,45	97.698	L	2.000	Banks
42	BP	UK	1.133,4 €	91.677,5 €	1,24	65.900	L	1.990	Integrated oil & gas
43	Pernod-Ricard	FR	1.115,6 €	47.871,0 €	2,33	19.480	L	1.993	Beverages
44	Allianz	DE	1.082,0 €	80.827,4 €	1,34	155.411	L	1.998	General insurance & other
45	Swiss RE	CH	1.056,8 €	24.837,6 €	4,25	13.985	L	1.996	General insurance & other
46	Shell	UK	1.045,5 €	195.247,4 €	0,54	82.000	L	1.967	Integrated oil & gas
47	Nestle	CH	1.035,9 €	330.024,9 €	0,31	276.000	L	2.001	Diversified foods
48	Zurich Insurance	CH	1.031,5 €	65.518,3 €	1,57	56.000	L	1.999	General insurance & other
49	ABB	CH	997,5 €	55.826,1 €	1,79	104.400	L	2.004	Machinery & equipment
50	Schunk	DE	997,1 €	997,1 €	100,00	8.904	NL	1.947	Materials

**THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100
IN 2022
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CAP 100 Ranking 2022	Company	Country	EO held capitalization million €	Capitalization million € May 2022	% employee owned	Employees number	L/NL listed/non-list	First Plan Year	Branche
51	Crédit Suisse	CH	968,0 €	16.120,5 €	6,00	50.110	L	1.996	Banks
52	BASF	DE	953,4 €	44.316,0 €	2,15	111.047	L	1.999	Diversified chemicals
53	Barclays	UK	950,2 €	28.747,2 €	3,31	81.600	L	1.974	Investment banking & brokerage
54	argenx	NL	947,9 €	15.077,7 €	6,29	650	L	2.013	Biotechnology
55	Legrand	FR	940,7 €	21.096,3 €	4,46	38.207	L	1.999	Electrical products
56	Engie	FR	935,9 €	26.987,8 €	3,47	171.474	L	1.994	Gas utilities
57	Thales	FR	908,1 €	24.382,2 €	3,72	81.098	L	1.998	Aerospace/defense - products
58	Veolia	FR	883,6 €	17.542,3 €	5,04	176.488	L	2.000	Water utilities
59	Anglo American	UK	829,4 €	50.967,7 €	1,63	62.000	L	1.990	Mineral extractors- other
60	Sonova	CH	817,8 €	19.312,5 €	4,23	16.733	L	1.997	Medical technology & supplies
61	STEF	FR	778,3 €	1.137,5 €	68,42	20.528	L	1.993	Infrastructure & logistics
62	Arcadis	NL	777,9 €	3.319,2 €	23,44	29.236	L	1.987	Engineering & architectural services
63	Danone	FR	773,7 €	36.963,9 €	2,09	98.105	L	1.997	Dairy products
64	Colruyt	BE n	759,4 €	4.680,4 €	16,22	32.996	L	1.987	Grocery retailing
65	Sacmi	IT	733,0 €	733,0 €	100,00	4.720	NL	1.919	Glass & clay
66	Anheuser-Busch InBev	BE n	720,6 €	90.837,4 €	0,79	169.339	L	1.999	Beverages
67	Deutsche Telekom	DE	713,1 €	88.609,9 €	0,80	216.528	L	1.996	Diversified telecom operators
68	Unilever	UK	708,8 €	110.822,7 €	0,64	148.000	L	1.985	Diversified foods
69	Avast	CZ	668,5 €	6.193,0 €	10,79	1.800	L	2.014	Security software & services
70	Arkema	FR	648,9 €	8.320,0 €	7,80	20.209	L	2.005	Commodity chemicals
71	ASM International	NL	643,6 €	13.533,5 €	4,76	3.312	L	1.989	Semiconductors
72	Voestalpine	AT	641,5 €	4.324,5 €	14,83	50.225	L	2.001	Steel production
73	Bayer	DE	591,4 €	59.141,9 €	1,00	99.637	L	1.953	Diversified chemicals
74	Lloyds Banking	UK	568,8 €	35.020,5 €	1,62	65.076	L	1.984	Banks
75	DSM	NL	565,9 €	24.470,0 €	2,31	21.358	L	1.999	Diversified chemicals
76	Michelin	FR	546,4 €	20.977,3 €	2,60	124.767	L	2.002	Tyres & rubber
77	DSV Panalpina	DA	545,6 €	32.791,5 €	1,66	77.958	L	2.001	Road & rail
78	Philips	NL	540,7 €	19.794,9 €	2,73	78.189	L	1.991	Appliances & consumer electronics
79	Azelis	BE	538,4 €	5.572,4 €	9,66	3.177	L	2.021	Diversified chemicals
80	NC Group	DA	527,2 €	2.474,5 €	21,31	3.787	L	2.016	Computer & consulting services
81	BAE Systems	UK	522,8 €	27.126,3 €	1,93	90.500	L	1.993	Aerospace/defense
82	Deutsche Post	DE	514,0 €	46.319,3 €	1,11	548.042	L	2.000	Infrastructure & logistics
83	Stellantis	FR	507,6 €	41.542,6 €	1,22	281.595	L	1.995	Cars parts manufacturers
84	Reckitt Benckiser	UK	501,9 €	53.755,1 €	0,93	41.800	L	1.997	Personal care products
85	TomTom	NL	500,6 €	1.035,8 €	48,33	4.424	L	2.003	Wireless communications services
86	Irizar	ES	497,3 €	530,9 €	93,66	2.890	NL	1.963	Bus manufacturers
87	Logitech	CH	495,5 €	9.777,2 €	5,07	8.200	L	1.988	Computer peripherals
88	Nokia	FI	490,1 €	25.795,5 €	1,90	87.927	L	1.994	Telecom equipment
89	WPP	UK	481,9 €	12.410,2 €	3,88	104.808	L	1.993	Marketing support services
90	Vivendi	FR	462,8 €	12.155,4 €	3,81	35.911	L	1.998	Diversified media
91	Kuehne & Nagel	CH	459,2 €	29.181,5 €	1,57	78.087	L	2.001	Road & rail
92	Diageo	UK	453,7 €	100.115,0 €	0,45	27.987	L	1.991	Beverages
93	Carnival plc	UK	447,7 €	14.115,0 €	3,17	18.710	L	2.001	Travel services
94	Davy	IE	427,0 €	427,0 €	100,00	800	NL	2.006	Stockbroker
95	BMW	DE	421,8 €	50.169,0 €	0,84	118.909	L	1.989	Cars manufacturers
96	Baloise	CH	419,0 €	7.080,2 €	5,92	7.944	L	1.989	General insurance & other
97	Genmab	DA	414,5 €	18.202,4 €	2,28	1.212	L	2.001	Biotechnology
98	EDF	FR	409,1 €	30.934,3 €	1,32	167.157	L	1.992	Electric utilities
99	Mercedes-Benz	DE	390,6 €	67.493,7 €	0,58	172.425	L	1.973	Cars manufacturers
100	Experian	UK	374,7 €	28.664,0 €	1,31	20.657	L	1.998	Business support services

**THE EUROPEAN EMPLOYEE OWNERSHIP TOP 100
IN 2022**
EUROPE EMP 100 ranking
Top European majority employee-owned companies, by number of employees

EMP 100 Ranking 2022	Company	Employees (number)	Country	Share Plan type	L/NL listed/ non-list.	First Plan Year	Place	Branche
1	Mondragon	80.000	ES	Coop	NL	1.956	Mondragon	Miscellaneous
2	John Lewis Partnership	78.600	UK	Trust	NL	1.929	London	Department stores
3	Coopservice	26.112	IT	Coop	NL	1.991	Reggio Emilia	Facility management
4	STEF	20.528	FR	Plans	L	1.993	Paris	Infrastructure & logistics
5	Mott MacDonald	15.881	UK	Trust	NL	1.986	Croydon	Engineering and construction
6	Arup Group	15.388	UK	Trust	NL	1.968	London	Engineering and construction
7	Coop Italiana di Ristorazione	11.740	IT	Coop	NL	1.977	Reggio Emilia	Restaurants & catering service
8	Camst	11.000	IT	Coop	NL	1.945	Bologna	Facility management
9	Schunk	8.904	DE	Foundation	NL	1.947	Heuchelheim	Materials
10	Greenwich Leisure	8.512	UK	Coop	NL	1.993	London	Leisure & entertainment retailing
11	Spie batignolles	7.700	FR	MBO/EBO	NL	1.997	Paris	Building
12	Unipart	6.876	UK	MBO/EBO	NL	1.987	Oxford	Cars parts manufacturers
13	Artelia	6.700	FR	MBO/EBO	NL	1.998	Lyon	Engineering and construction
14	Ceva	6.350	FR	MBO/EBO	NL	1.999	Libourne	Veterinary health
15	Colser Servizi - Auroradomus	6.335	IT	Coop	NL	1.975	Parma	Security & alarm services
16	In Extenso	5.500	FR	MBO/EBO	NL	2.019	Lyon	Accounting
17	Norconsult	5.100	NO	Plans	NL	?	Sandvik	Engineering and architecture
18	Coop Sociale Nuova Sair	4.900	IT	Coop	NL	1.991	Roma	Personal services
19	Sacmi	4.720	IT	Coop	NL	1.919	Imola	Glass & clay
20	Suara Cooperativa	4.677	ES	Coop	NL	1.981	Barcelona	Social services
21	BearingPoint	4.261	NL	MBO/EBO	NL	2.009	London	Consultancy
22	KCS Caregiver	4.110	IT	Coop	NL	1.991	Bergamo	Personal services
23	Societa Dolce	3.738	IT	Coop	NL	1.990	Bologna	Personal services
24	Idealservice	3.718	IT	Coop	NL	1.953	Udine	Personal services
25	Nuova Assistenza	3.537	IT	Coop	NL	1.995	Novara	Personal services
26	PM Group	3.500	IE	Plans	NL	?	Dublin	Engineering and construction
27	Shaw Healthcare	3.497	UK	EOTrust	NL	2.009	Cardiff	Medical services
28	Scopelec	3.435	FR	Coop	NL	1.973	Toulouse	Networking & communication device
29	ADF Ateliers de Fos	3.400	FR	MBO/EBO	NL	2.008	Vitrolles	Engineering & maintenance
30	Codess Sociale	3.376	IT	Coop	NL	1.979	Padova	Personal services
31	Quadrifoglio	3.287	IT	Coop	NL	1.981	Bologna	Personal services
32	Universiis	3.272	IT	Coop	NL	1.993	Udine	Personal services
33	ProGes	3.261	IT	Coop	NL	1.985	Parma	Personal services
34	OSA Coop	3.159	IT	Coop	NL	1.985	Roma	Personal services
35	Coopselios	3.056	IT	Coop	NL	1.984	Reggio Emilia	Personal services
36	Control Risks	2.965	UK	EOTrust	NL	1.982	London	Consultancy
37	Up (Le Chèque Déjeuner)	2.951	FR	Coop	NL	1.964	Paris	Other banking & financial services
38	Irizar	2.890	ES	Coop	NL	1.963	Ormaiztegui	Bus manufacturers
39	City Health Care Partnership	2.834	UK	Plans	NL	2.010	Hull	Medical services
40	Cooss Marche	2.779	IT	Coop	NL	1.979	Ancona	Personal services
41	Coop Sociale Elleuno	2.727	IT	Coop	NL	1.989	Casale	Personal services
42	Formula Servizi	2.708	IT	Coop	NL	1.975	Forli	Logistics
43	Socioculturale	2.504	IT	Coop	NL	1.986	Venezia	Personal services
44	Punto Service	2.404	IT	Coop	NL	1.989	Caresanablot	Personal services
45	Seetec	2.367	UK	EOTrust	NL	2.008	Hockley	Personal services
46	Ingerop	2.300	FR	MBO/EBO	NL	2.000	Paris	Engineering & Consultancy
47	Ancora Servizi	2.263	IT	Coop	NL	1.994	Bologna	Personal services
48	Multiservice	2.200	IT	Coop	NL	1.981	Parma	Facility management
49	Childbase Partnership	2.116	UK	EOTrust	NL	2.000	Milton Keynes	Nurseries
50	ACP	2.100	AT	MBO/EBO	NL	2.013	Vienna	IT solutions

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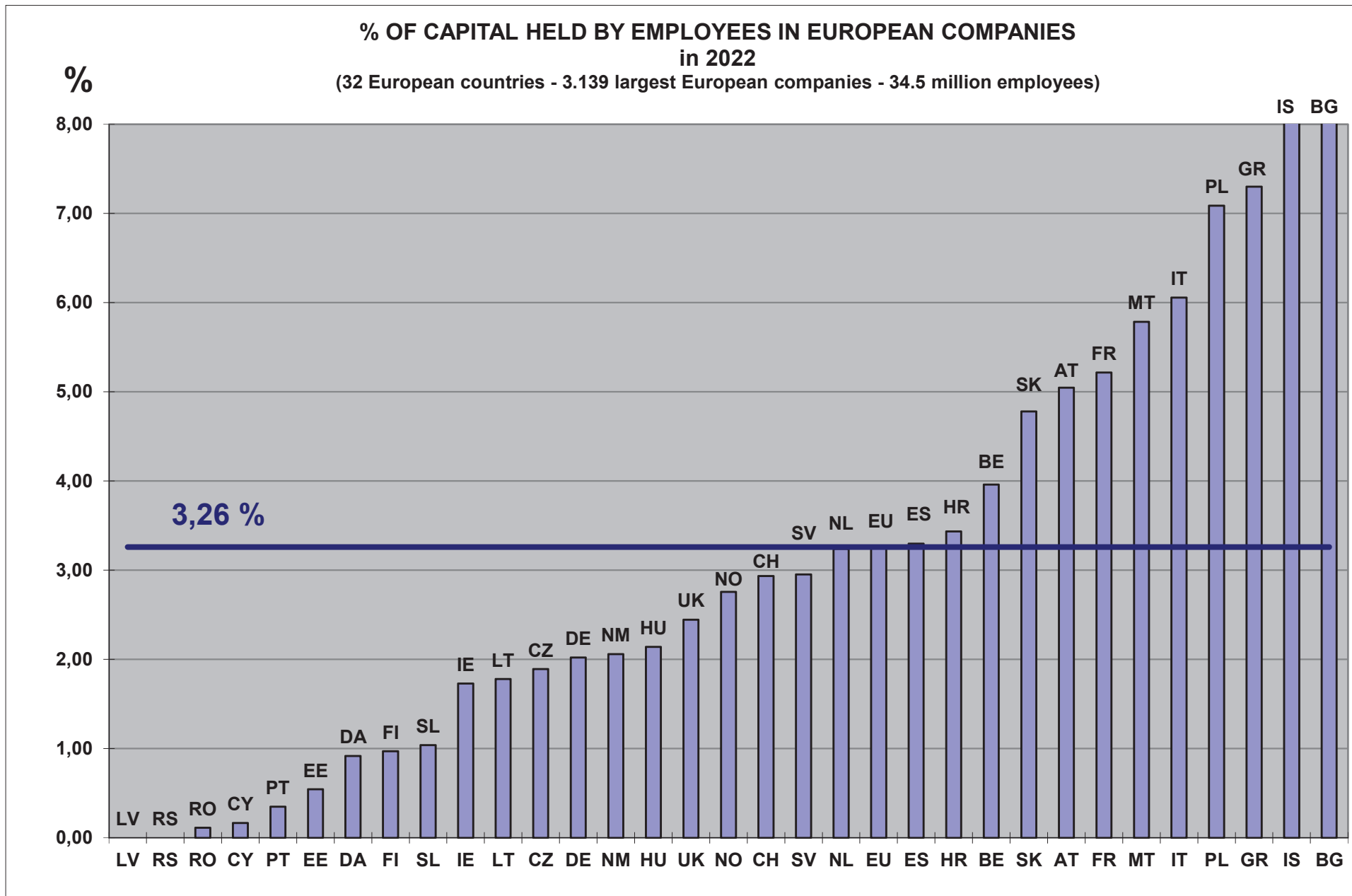
EMP 100 Ranking 2022	Company	Employees (number)	Country	Share Plan type	L/NL listed/non-list.	First Plan Year	Place	Branche
51	Bouyer-Leroux	2.000	FR	Coop	NL	1.980	Nantes	Building materials & equipment
52	Titi Floris	2.000	FR	Coop	NL	2.006	Nantes	Transportation services
53	Promozione Lavoro	1.982	IT	Coop	NL	1.986	Veronella	Personal services
54	Progetto A	1.905	IT	Coop	NL	1.995	Monza	Personal services
55	PolyExpert	1.900	FR	MBO/EBO	NL	2.014	Paris	Insurance
56	CLO Logistici	1.900	IT	Coop	NL	1.937	Milano	Logistics
57	OR.S.A.	1.898	IT	Coop	NL	2.009	Monza	Personal services
58	EBS Le Relais	1.894	FR	Coop	NL	1.984	Bruay	Waste management & recycling
59	In Cammino	1.865	IT	Coop	NL	1.984	Faenza	Personal services
60	Il Gabbiano	1.792	IT	Coop	NL	1.988	Pontevico	Personal services
61	Aldia	1.790	IT	Coop	NL	1.977	Pavia	Personal services
62	Acome	1.750	FR	Coop	NL	1.932	Paris	Building materials & equipment
63	Domus Assistenza	1.727	IT	Coop	NL	1.982	Modena	Personal services
64	Anteo Coop	1.722	IT	Coop	NL	1.993	Biella	Personal services
65	Medway Community Health CIC	1.687	UK	Plans	NL	2.011	Chatham	Medical services
66	Cadiai	1.650	IT	Coop	NL	1.974	Bologna	Personal services
67	Central Surrey Health	1.643	UK	Trust	NL	2.006	Epsom	Medical services
68	Cefla	1.638	IT	Coop	NL	1.932	Imola	Furnishings, floorings
69	Colegio Gredos San Diego	1.612	ES	Coop	NL	1.985	Madrid	Education
70	Idea	1.600	FR	Plans	NL	1.957	Saint-Nazaire	Logistics
71	Cidas	1.575	IT	Coop	NL	1.979	Ferrara	Personal services
72	Servizi Associati	1.555	IT	Coop	NL	1.975	Perugia	Logistics
73	G. Di Vittorio	1.535	IT	Coop	NL	1.977	Massa	Personal services
74	CPL Concordia	1.476	IT	Coop	NL	1.899	Modena	Diversified utilities
75	BMT Group	1.460	UK	Trust	NL	1.985	London	Engineering
76	Domel	1.449	SL	ESOP	NL	1.996	Zelesniki	Electrical products
77	Witteveen en Bos	1.421	NL	Plans	NL	1.992	Deventer	Engineering and construction
78	Cleantec Services	1.379	UK	EOTrust	NL	2.021	Watford	Facility management
79	Locala Community Partnerships	1.358	UK	Plans	NL	2.011	Kirklees	Medical services
80	Arca Coop	1.304	IT	Coop	NL	1.983	Firenze	Personal services
81	Insieme Si Può	1.259	IT	Coop	NL	1.983	Treviso	Personal services
82	Tauw	1.242	NL	Plans	NL	1.928	Deventer	Engineering
83	Agilisys	1.227	UK	EOTrust	NL	2.015	London	IT solutions
84	UTB	1.211	FR	Coop	NL	1.933	Paris	Building materials & equipment
85	Auxilium	1.211	IT	Coop	NL	1.999	Senise	Personal services
86	Serma Group	1.203	FR	MBO/EBO	L	2.007	Paris	Electrical products
87	Gescop (Barco+GAT+Taxicop)	1.200	FR	Coop	NL	1.970	Paris	Other transportation services
88	Grupa Ang	1.190	PL	Plans	NL	2.010	Warsaw	Financial services
89	Der Spiegel	1.171	DE	Foundation	NL	1.974	Hamburg	Publishing
90	Consital	1.150	IT	Coop	NL	1.949	Bologna	Building, civil engineering
91	Provide	1.144	UK	Plans	NL	2.011	Colchester	Medical services
92	Bromley Healthcare CIC	1.142	UK	Plans	NL	2.011	Bromley	Medical services
93	Grup La Pau	1.120	ES	Coop	NL	1.983	Barcelona	Other transportation services
94	Cegos	1.100	FR	MBO/EBO	NL	1.945	Paris	Professional training
95	AdriLog	1.079	IT	Coop	NL	2.013	San Salvo	Logistics
96	San Giovanni di Dio	1.066	IT	Coop	NL	1.997	Foggia	Personal services
97	Cooperativa Ceramica d'Imola	1.040	IT	Coop	NL	1.874	Imola	Glass & clay
98	JPH Gruppen	1.039	DA	Coop	NL	1.932	Aarhus	Construction
99	Alfa Accountants	1.019	NL	MBO/EBO	NL	1.999	Wageningen	Accounting
100	Fresca Group	975	UK	Trust	NL	1.992	London	Food wholesale

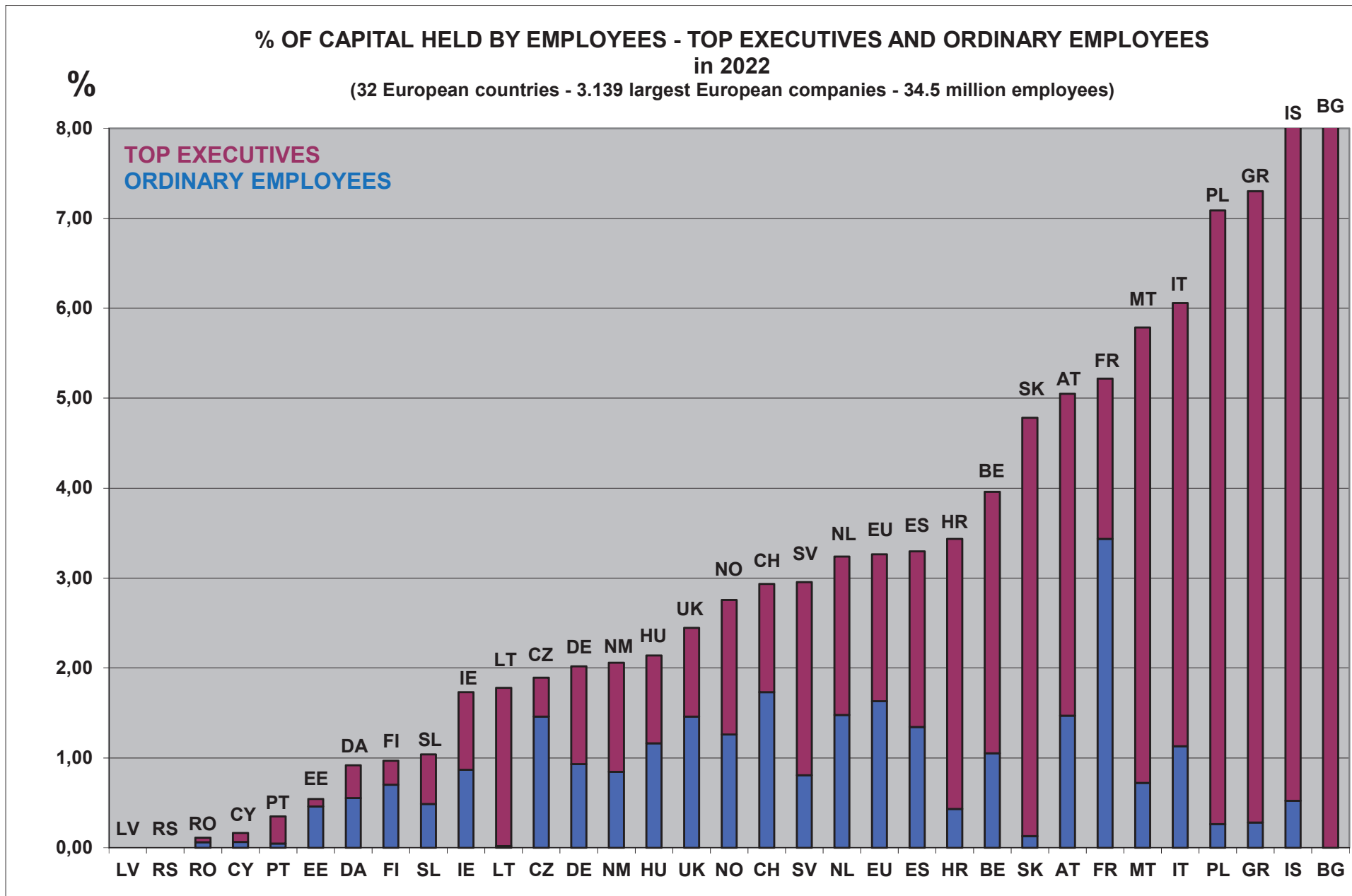
LES PAYS

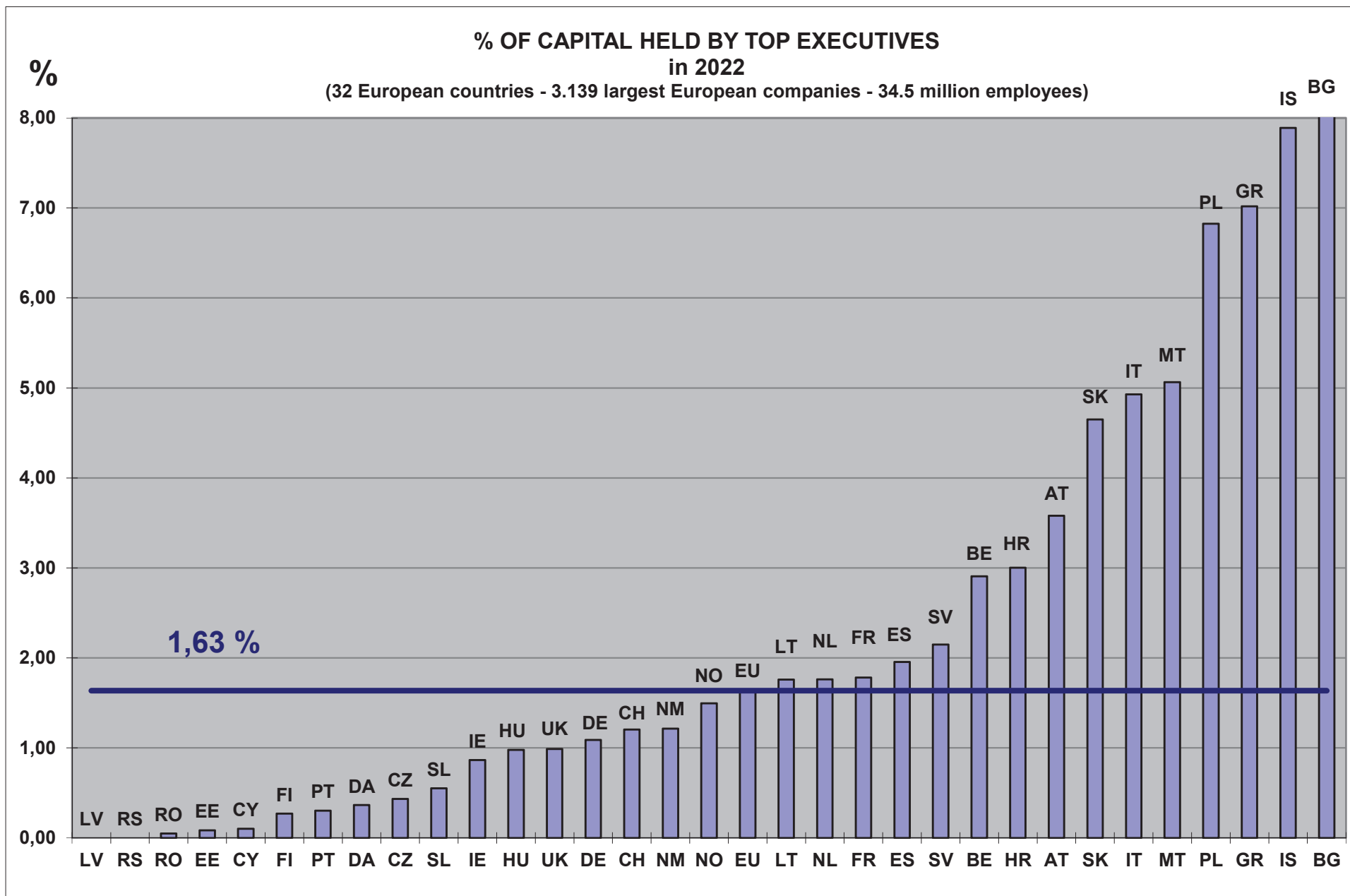
LES PAYS EUROPEENS

Ce Recensement couvre 32 pays européens (les 27 pays de l'Union Européenne, plus Grande Bretagne, Islande, Norvège, Serbie et Suisse). Ce chapitre permet de comparer les pays entre eux, pour toutes les principales caractéristiques de l'actionnariat salarié. De manière générale, l'actionnariat salarié apparaît plus développé et démocratisé en France, au Royaume Uni et dans les pays nordiques, comparés à l'Europe centrale et orientale et aux pays méridionaux.

- Première comparaison, la part détenue par les salariés dans les grandes entreprises européennes est à 3,26% pour la moyenne européenne en 2022 ([Graphique 16](#)). Celle-ci se répartit de façon variable entre dirigeants exécutifs et salariés ordinaires, comme on le voit au [Graphique 17](#). Les [Graphiques 18-22](#) détaillent les parts relatives des dirigeants exécutifs et des salariés ordinaires dans chaque pays européen. Les parts relatives des dirigeants sont plus importantes dans les pays d'Europe centre/orientale et du sud, tandis que les salariés ordinaires sont mieux représentés en France, au Royaume Uni et dans les pays nordiques.
- Le [Graphique 23](#) montre que 95% des grandes entreprises européennes ont un actionnariat salarié. Seuls quelques pays se situent fort en-dessous de la moyenne (presque tout comptant au nombre des "nouveaux" Etats membre de l'Union européenne).
- Même observation pour les 90% de grandes entreprises européennes qui ont des plans d'actionnariat salarié: seuls quelques pays se situent fort en-dessous de la moyenne ([Graphique 24](#)). Les graphiques 23 et 24 illustrent le fait que la démocratisation des plans d'actionnariat salarié conditionne la démocratisation de l'actionnariat salarié lui-même.
- Pour les plans d'actionnariat salarié "pour tous", on voit au [Graphique 25](#) le large éventail qui différencie les pays européens. 57% des grandes entreprises ont des plans "pour tous", alors qu'on est à moins de 30% dans les pays d'Europe centre/orientale et du sud, à plus de 40% chez les nordiques, et bien au-delà en Grande Bretagne et en France.
- Fortes différences aussi pour la proportion de grandes entreprises qui ont lancé de nouveaux plans d'actionnariat salarié en 2022 ([Graphique 26](#)), ainsi que pour la part des grandes entreprises qui ont des plans de stock options ([Graphique 27](#)).
- Les différences sont plus marquées encore pour le taux de démocratisation de l'actionnariat salarié (mesuré par la proportion d'actionnaires salariés dans l'ensemble des salariés), avec 20% en moyenne mais 0% pour la Lettonie et 35% en France ([Graphe 29](#)).
- L'actionnariat salarié "significatif" (avec une détention de 1% ou plus) apparaît aux [Graphiques 30-31](#) pour l'ensemble des grandes entreprises et pour les seules entreprises cotées, tandis que l'actionnariat salarié "stratégique" (détention de 6% et plus) apparaît aux [Graphiques 32-34](#). Ici encore, le même contraste apparaît entre France, Royaume Uni et pays nordiques, par comparaison avec les pays d'Europe centre/orientale et du sud.
- Pour la proportion des grandes entreprises qui publient la part détenue par les actionnaires salariés, la France se situe fort au-dessus de tous les autres pays ([Graphique 35](#)).
- Pour le nombre d'actionnaires salariés, la France et la Grande Bretagne se détachent fortement des autres pays, tandis que l'Allemagne fait figure de nain en comparaison ([Graphique 37](#)).
- La croissance ou la décroissance du nombre d'actionnaires salariés dans chaque pays européen est observée pour la période de 2007 à 2022 ([Graphique 38](#)), et pour la période récente de 2011 à 2022 ([Graphique 39](#)). **Les nombres sont en diminution dans la plupart des pays.**
- Enfin, la capitalisation totale détenue par les salariés dans chaque pays européen en 2022 apparaît au [Graphique 40](#), tandis que l'avoir moyen détenu par chaque actionnaire salarié dans les différents pays est renseigné au [Graphique 41](#).

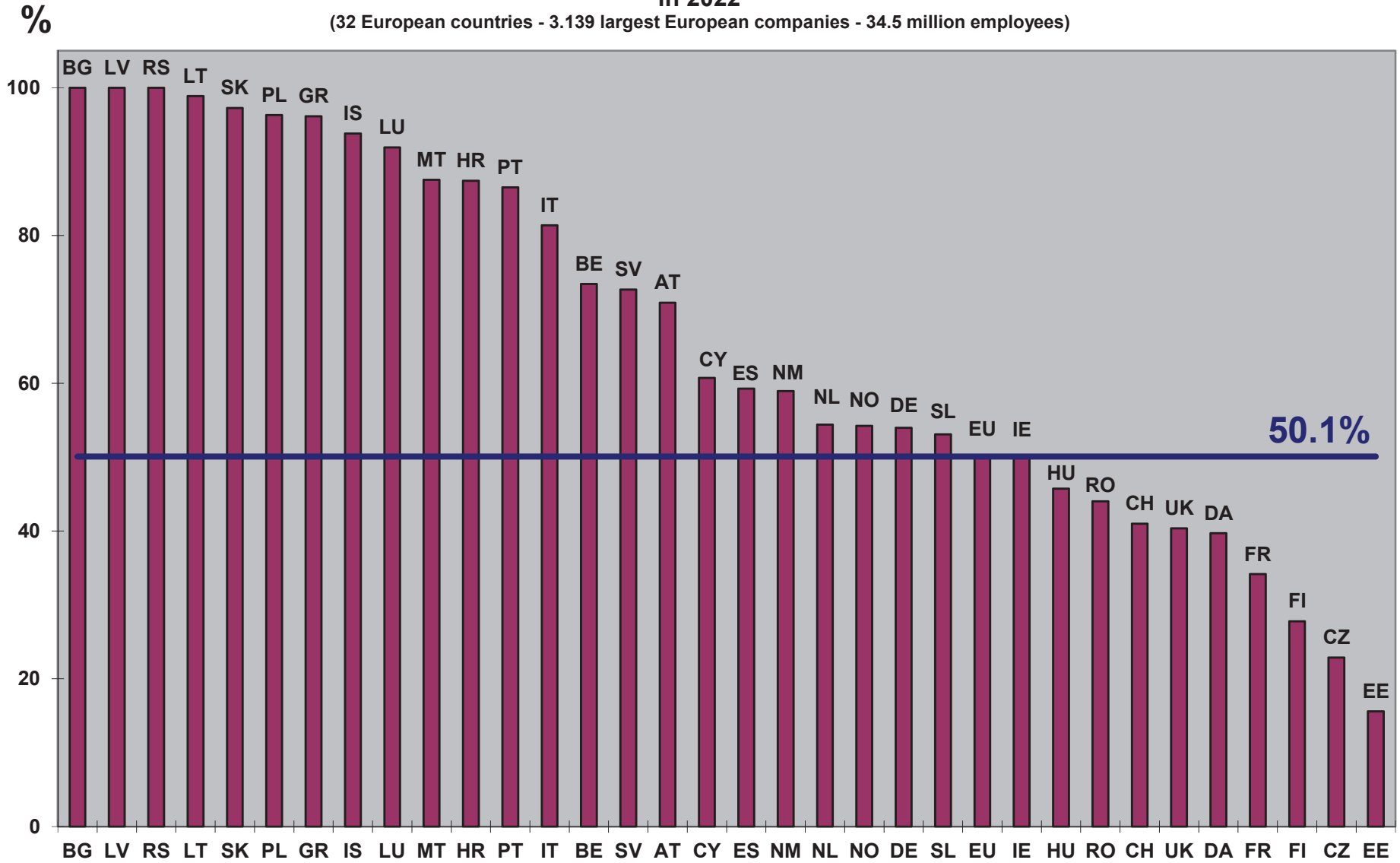


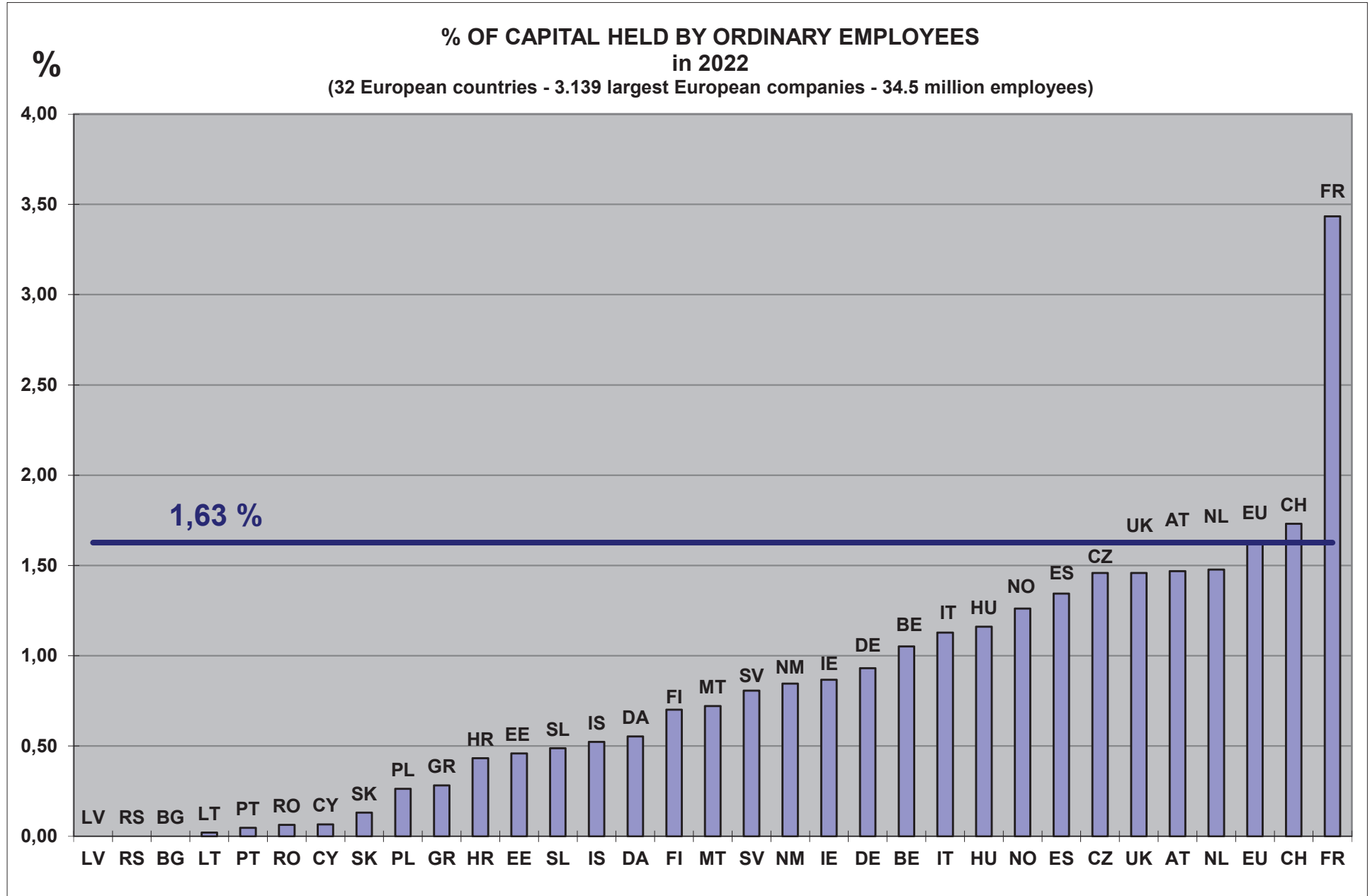




% OF CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES' SHARE in 2022

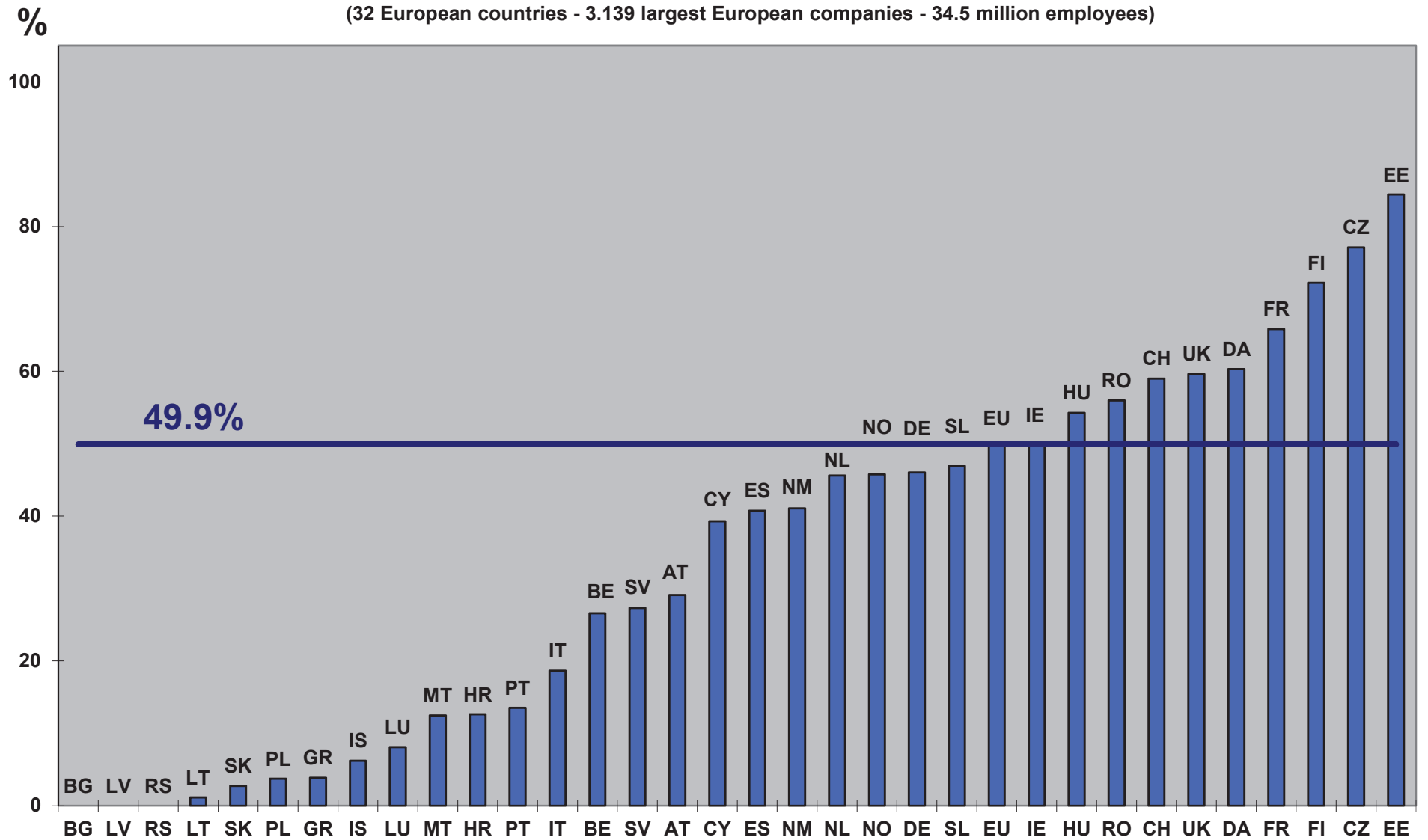
(32 European countries - 3.139 largest European companies - 34.5 million employees)

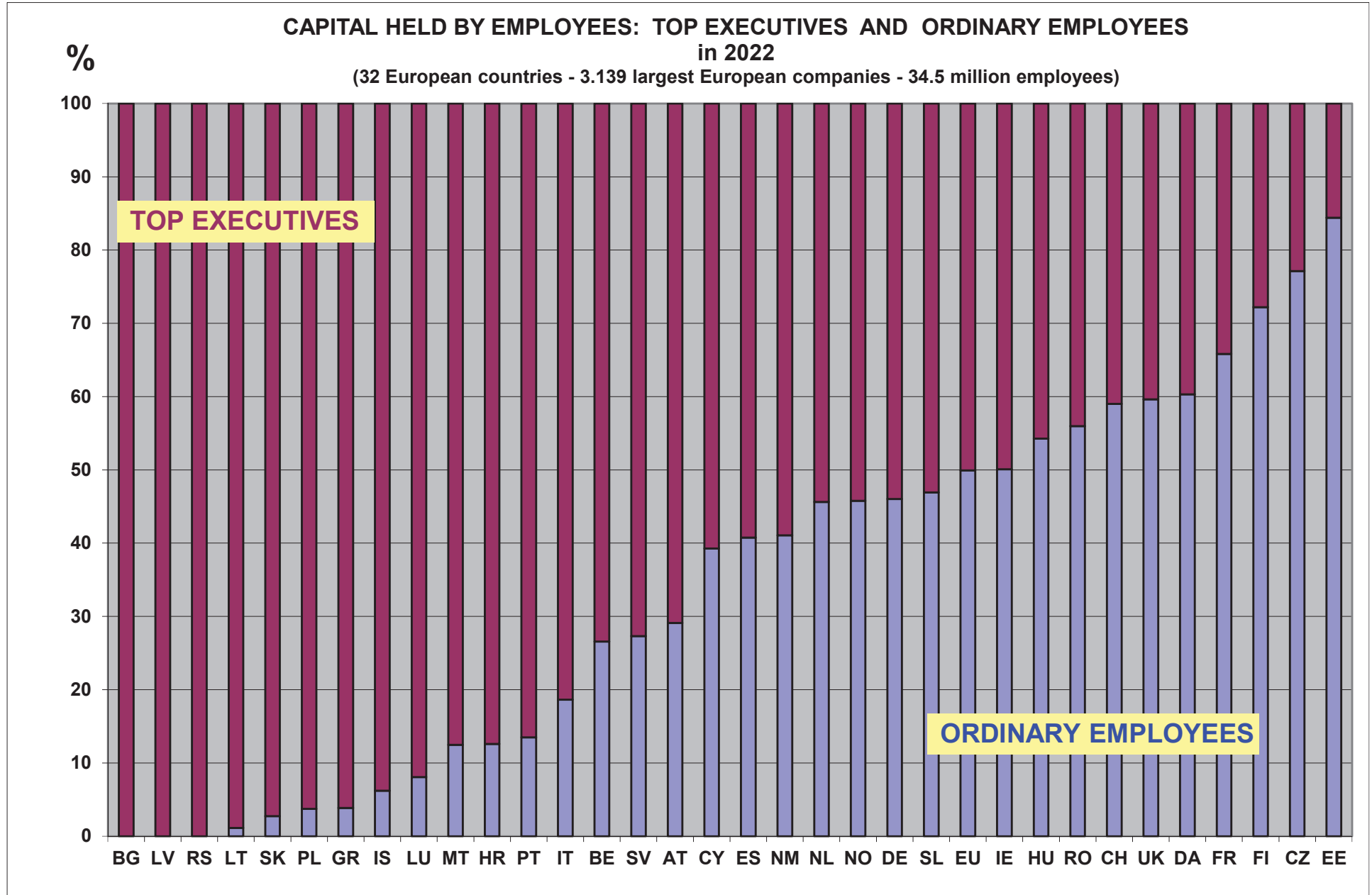


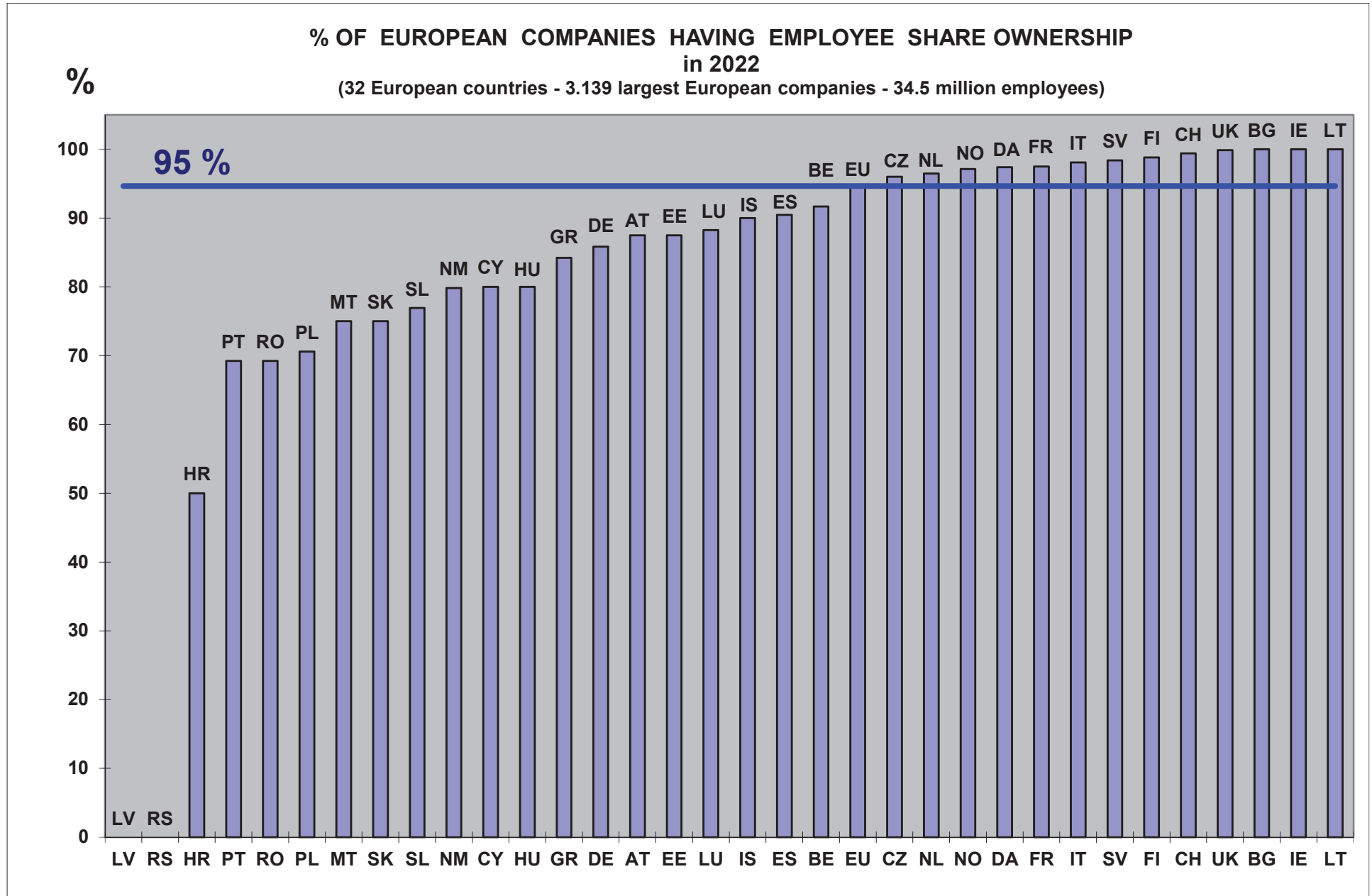


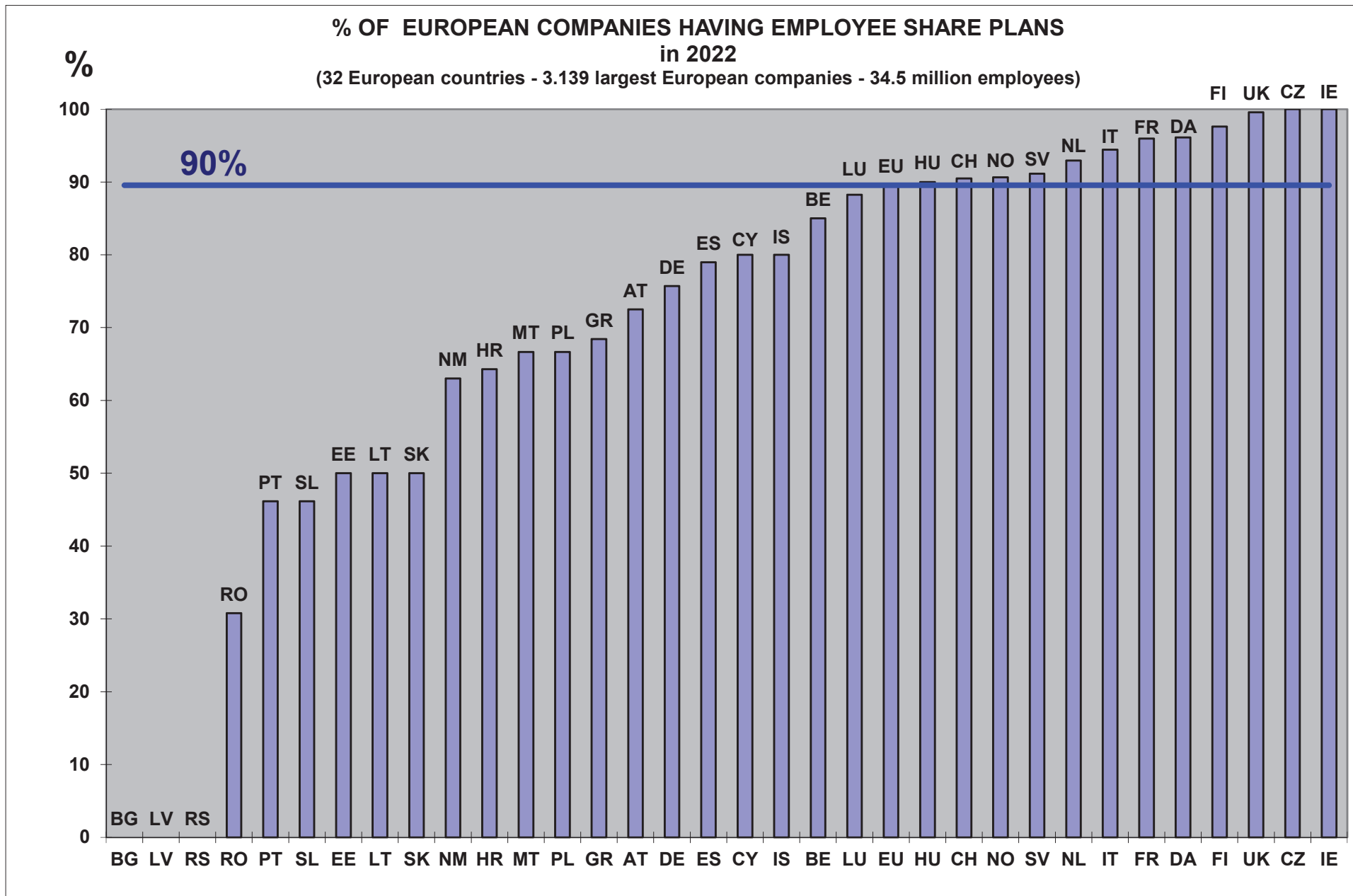
% OF CAPITAL HELD BY EMPLOYEES: ORDINARY EMPLOYEES' SHARE in 2022

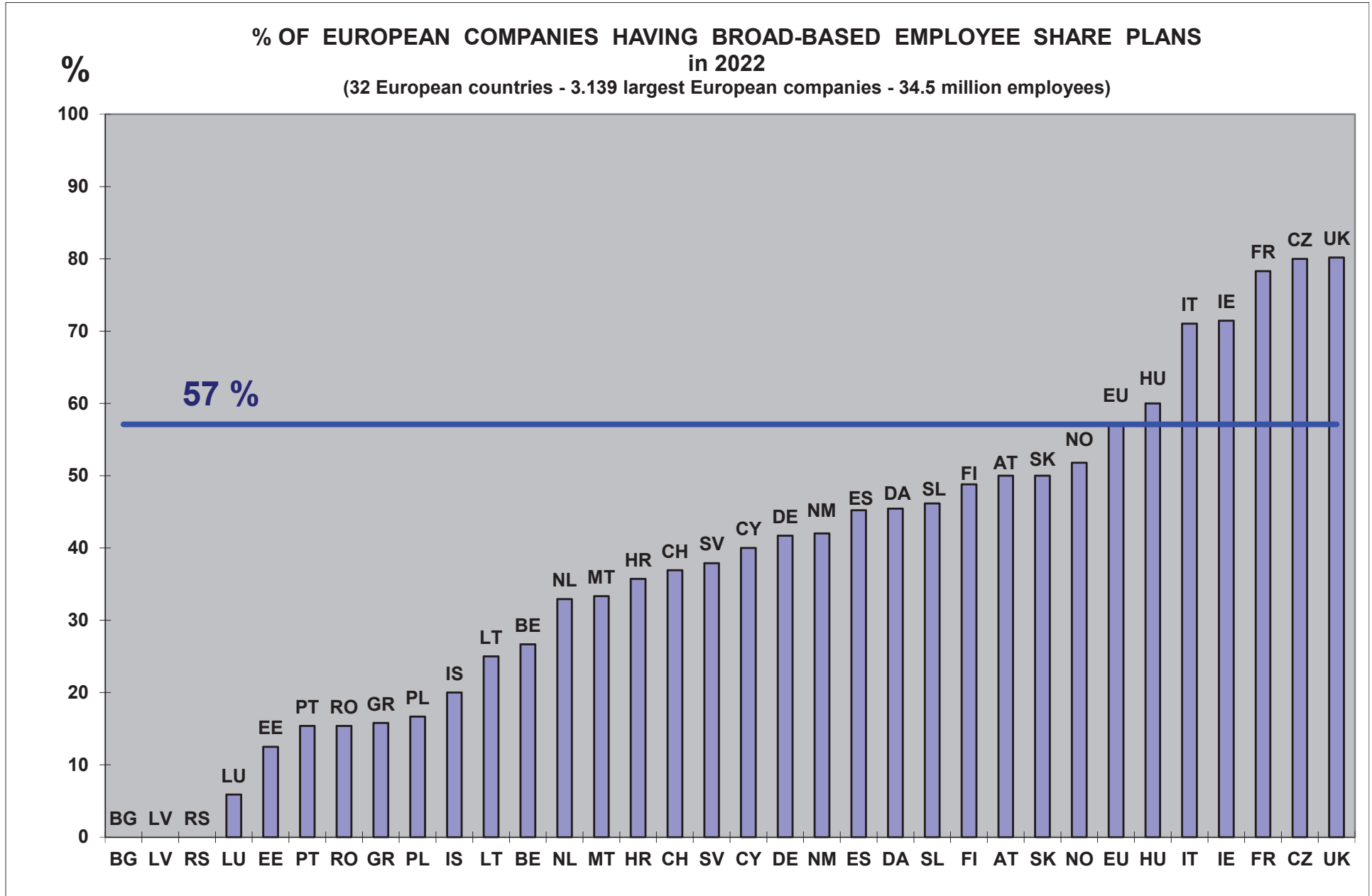
(32 European countries - 3.139 largest European companies - 34.5 million employees)





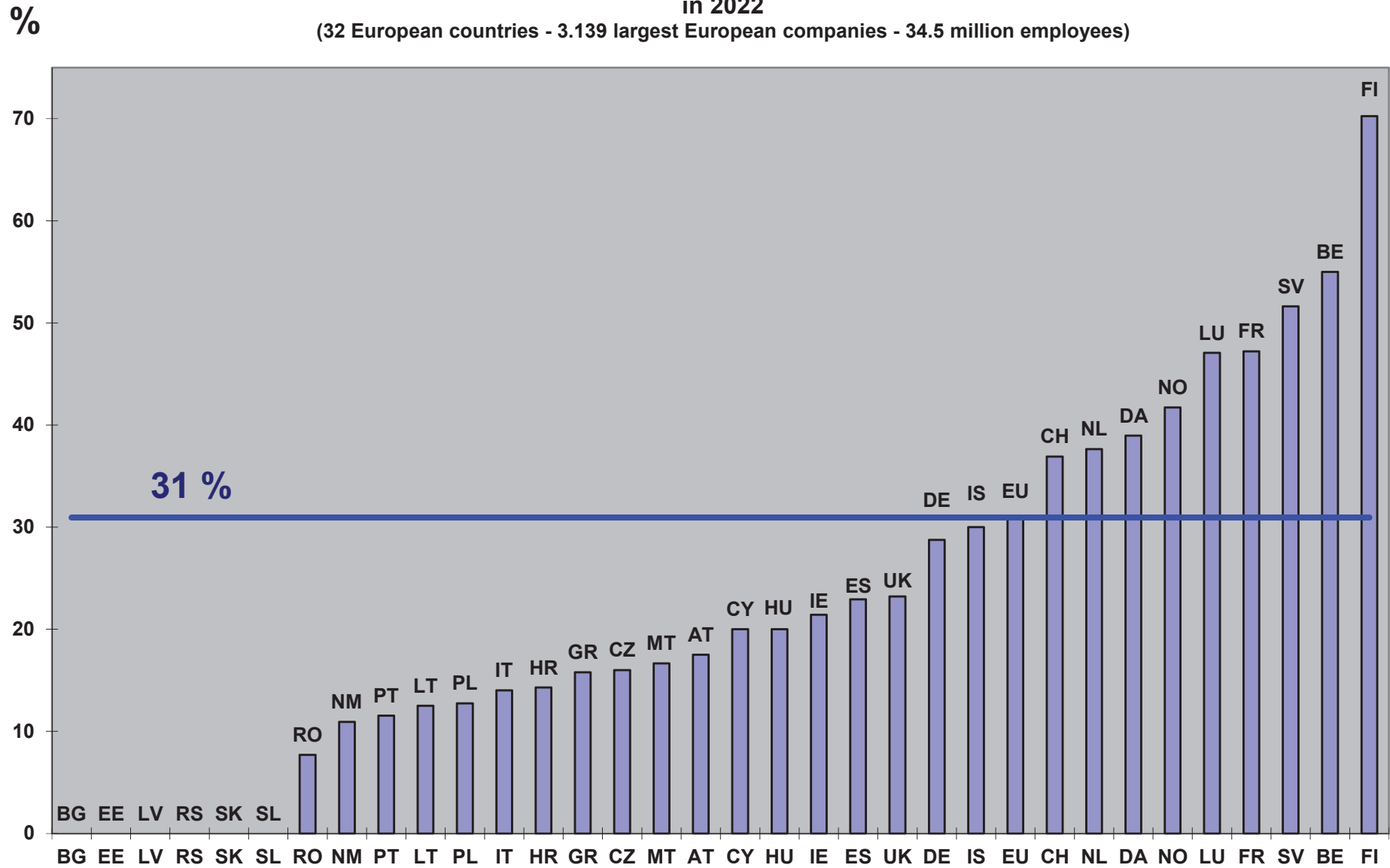




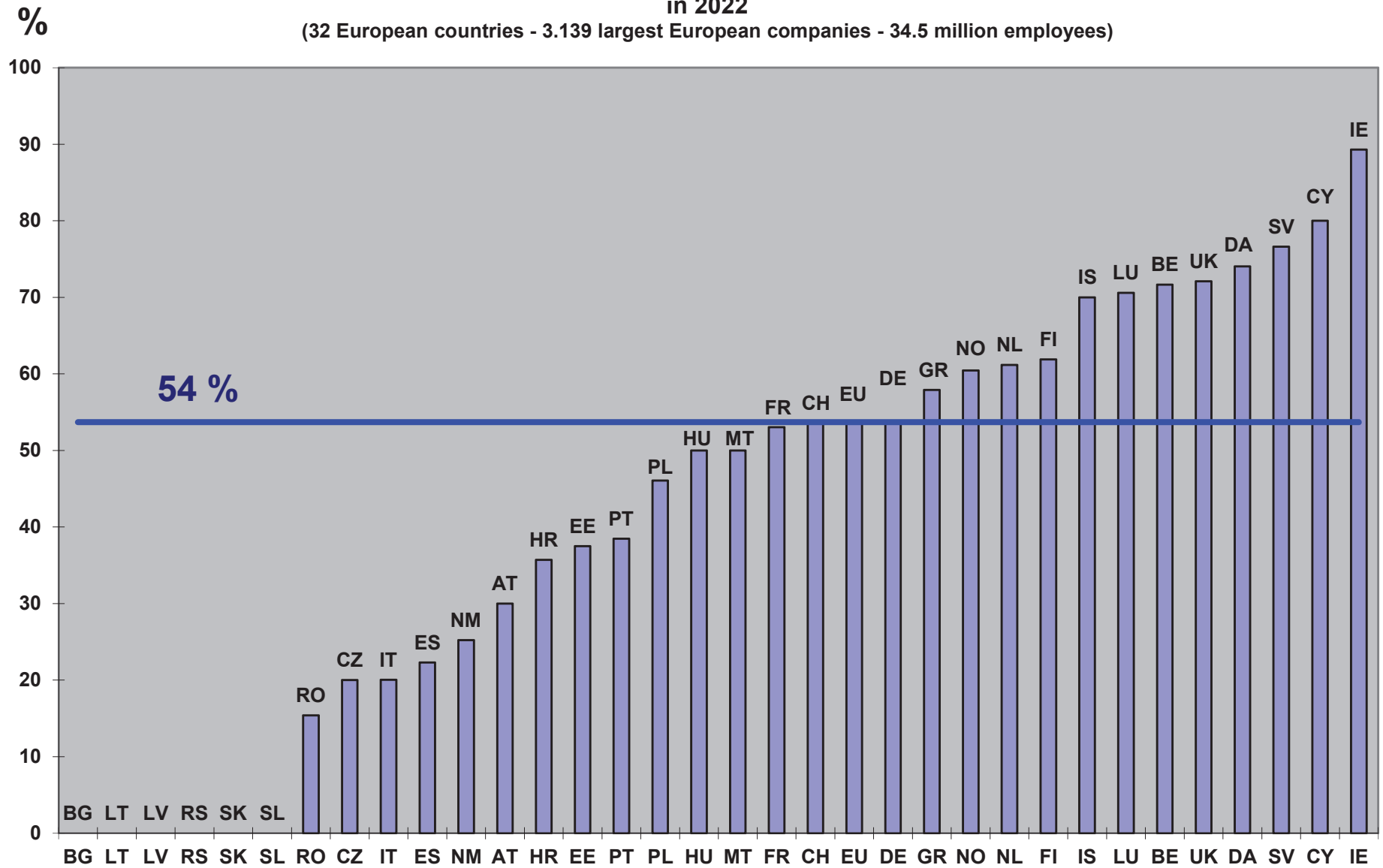


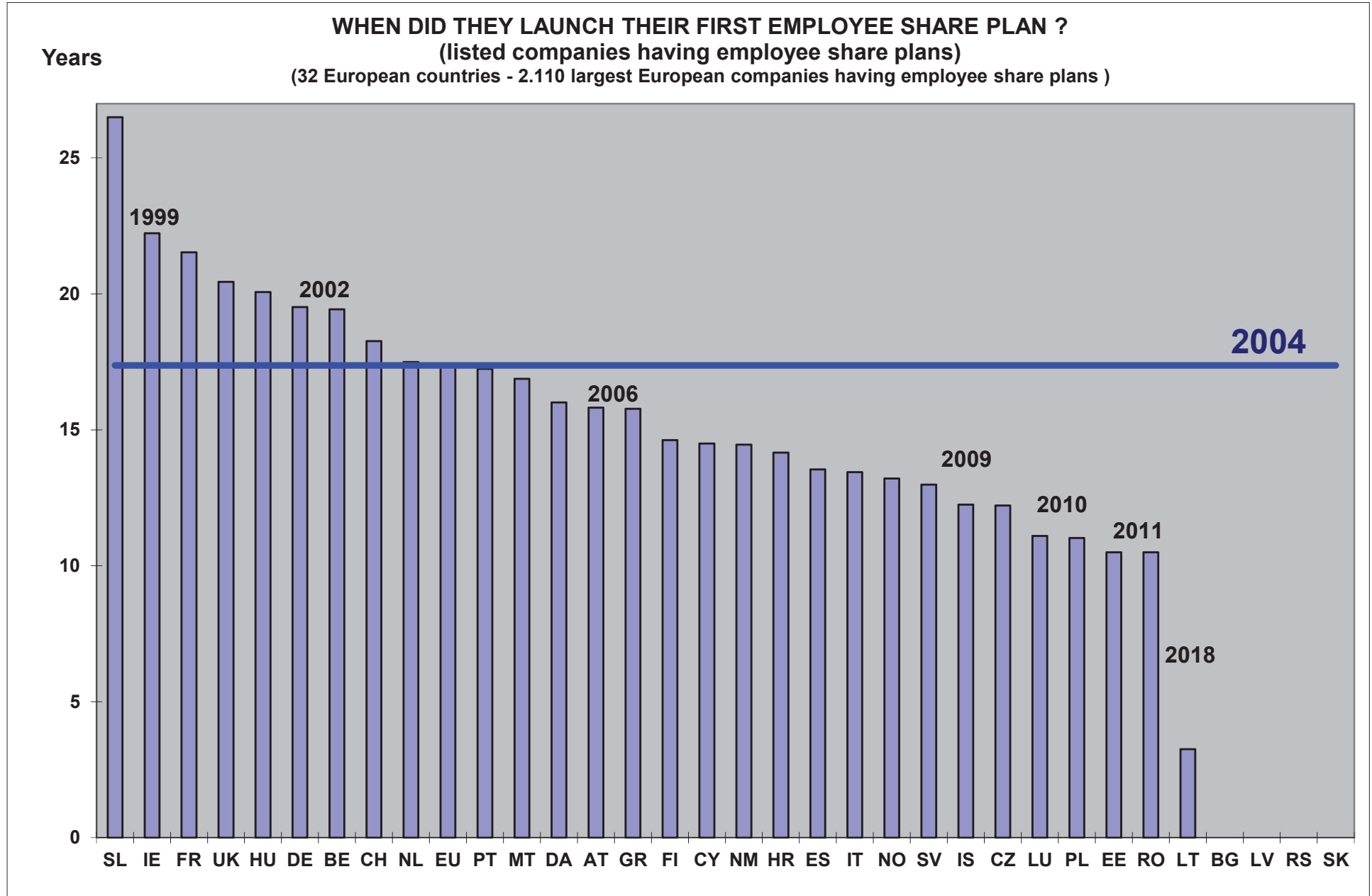
% OF EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2022

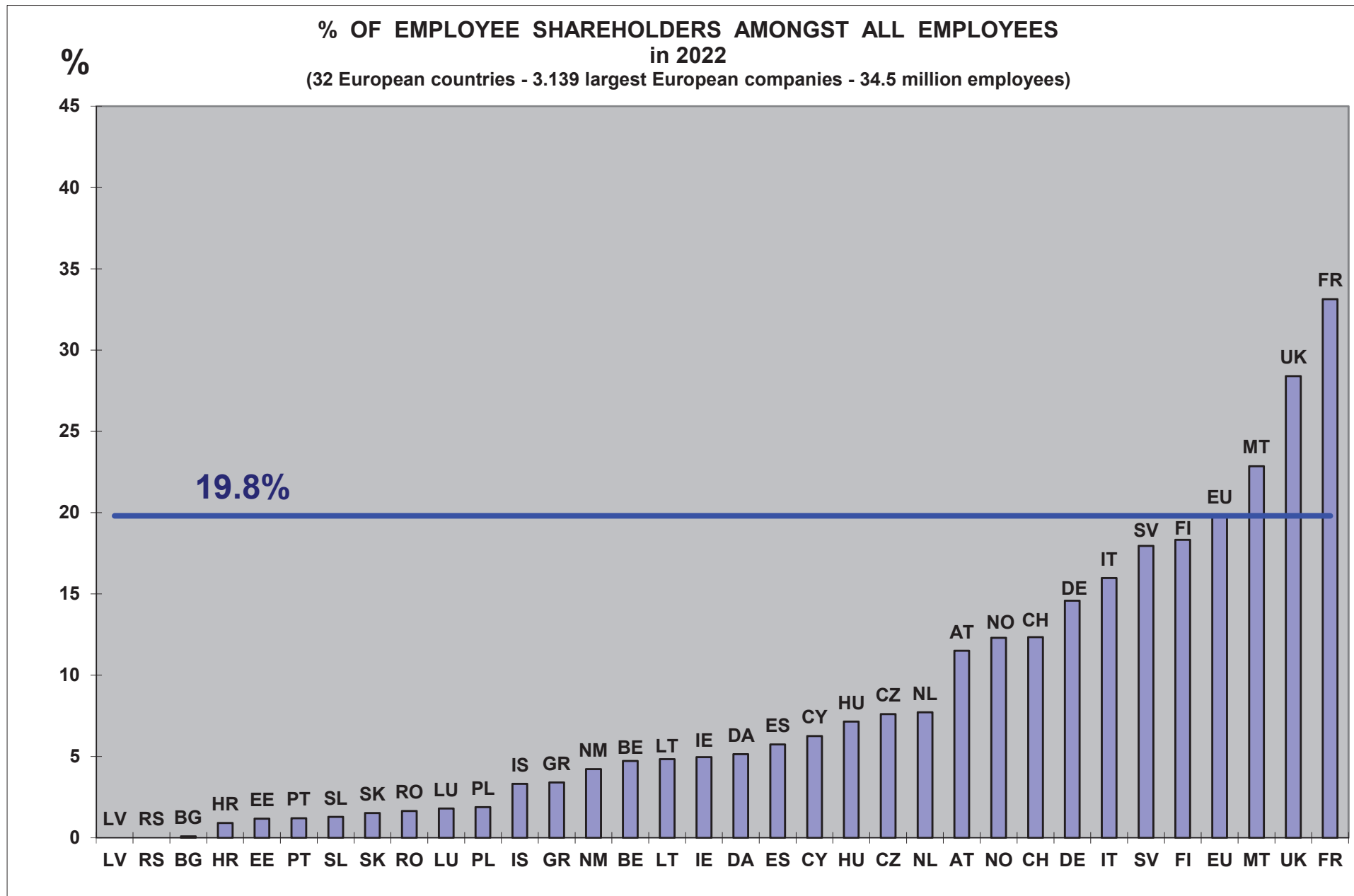
(32 European countries - 3.139 largest European companies - 34.5 million employees)

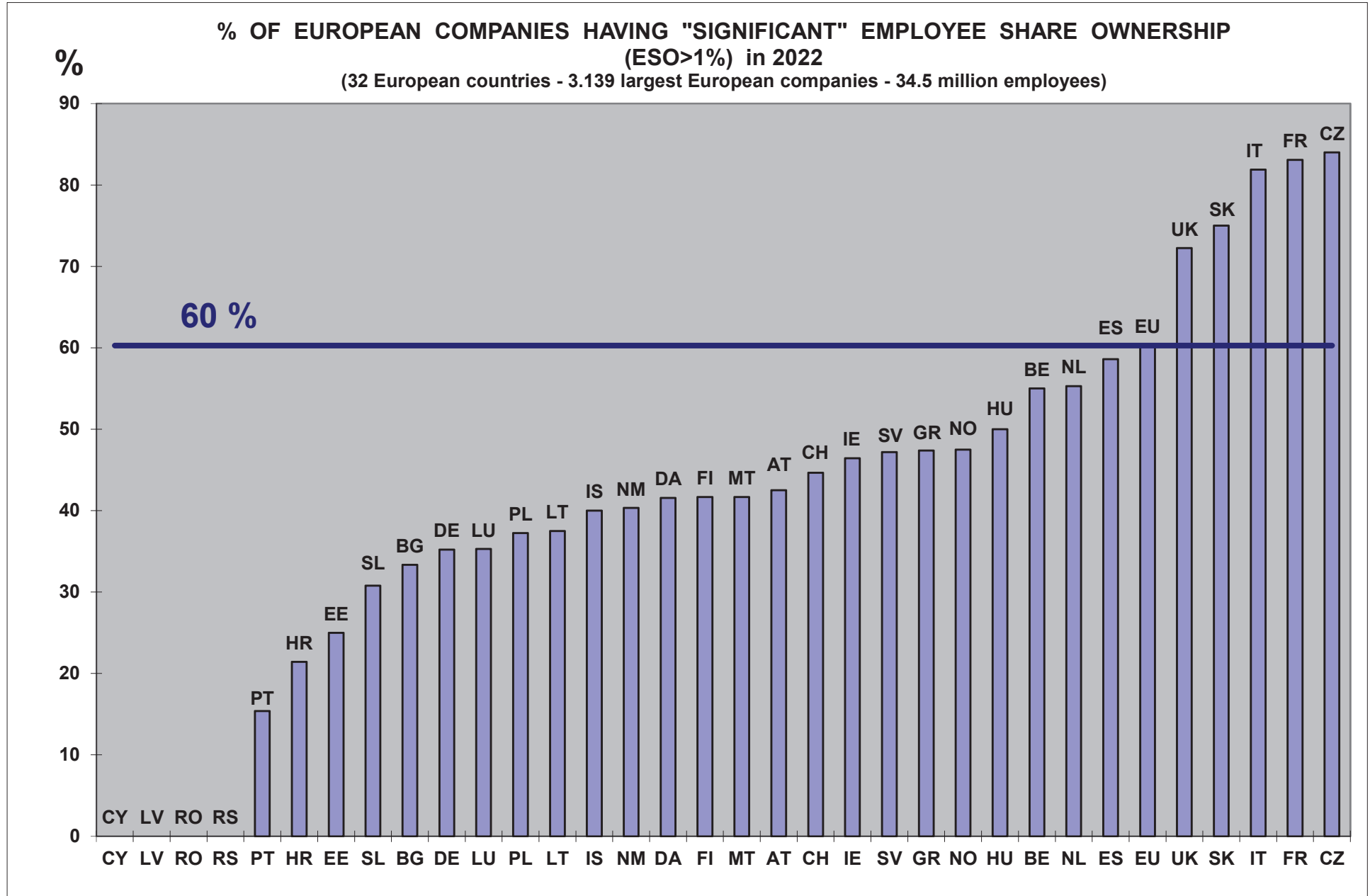


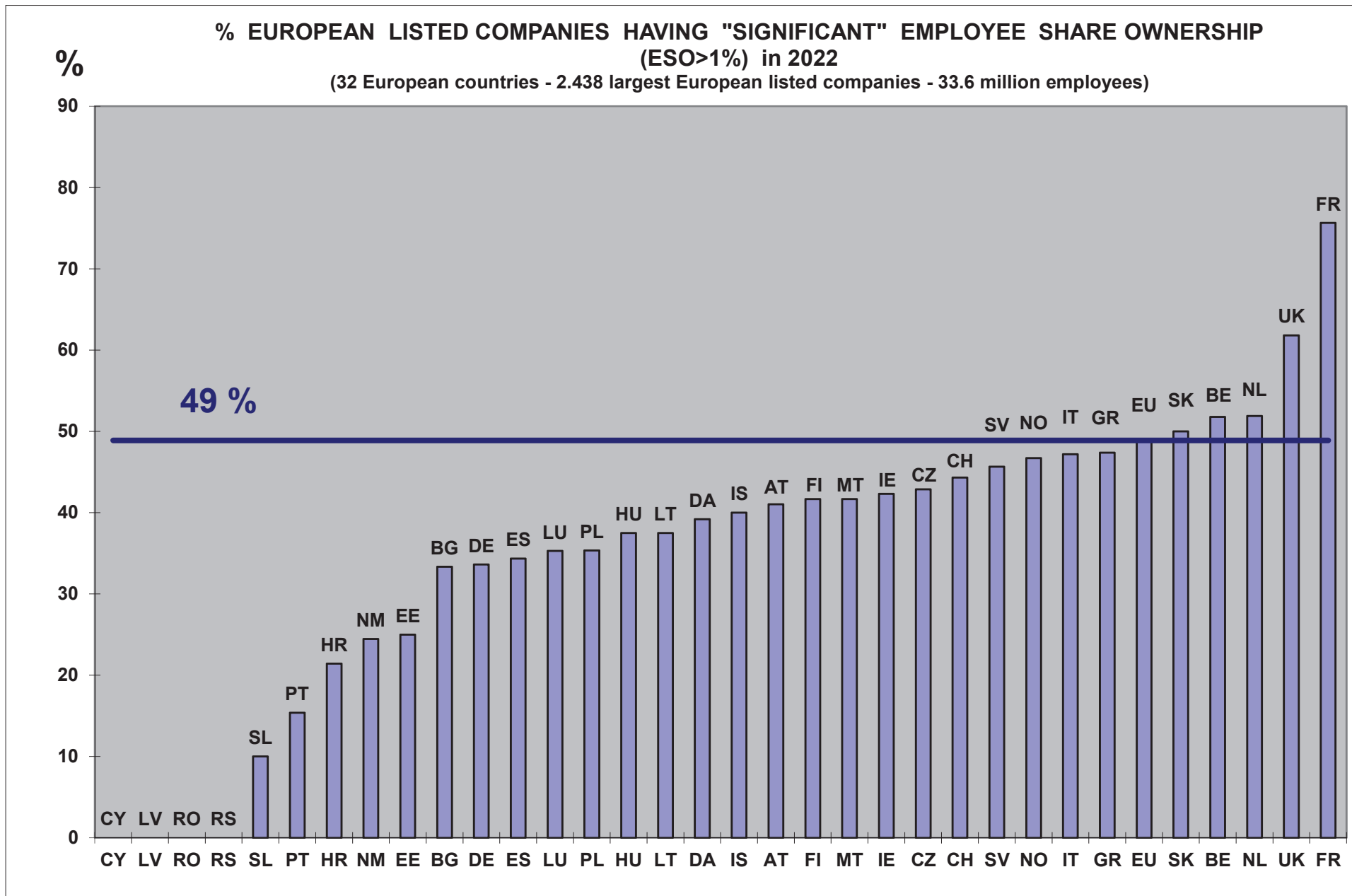
**% OF EUROPEAN COMPANIES HAVING STOCK OPTION PLANS
in 2022**
(32 European countries - 3.139 largest European companies - 34.5 million employees)

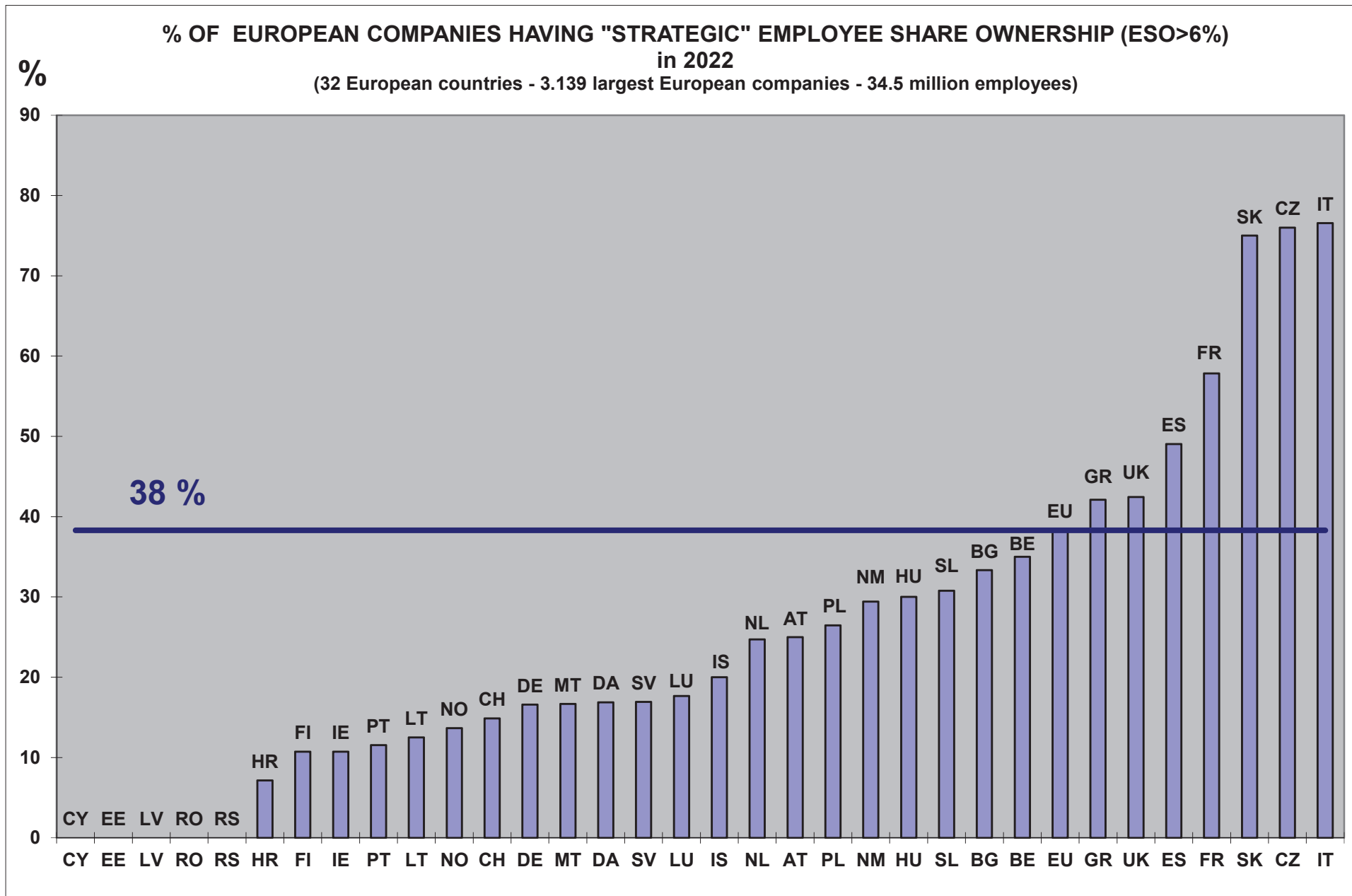


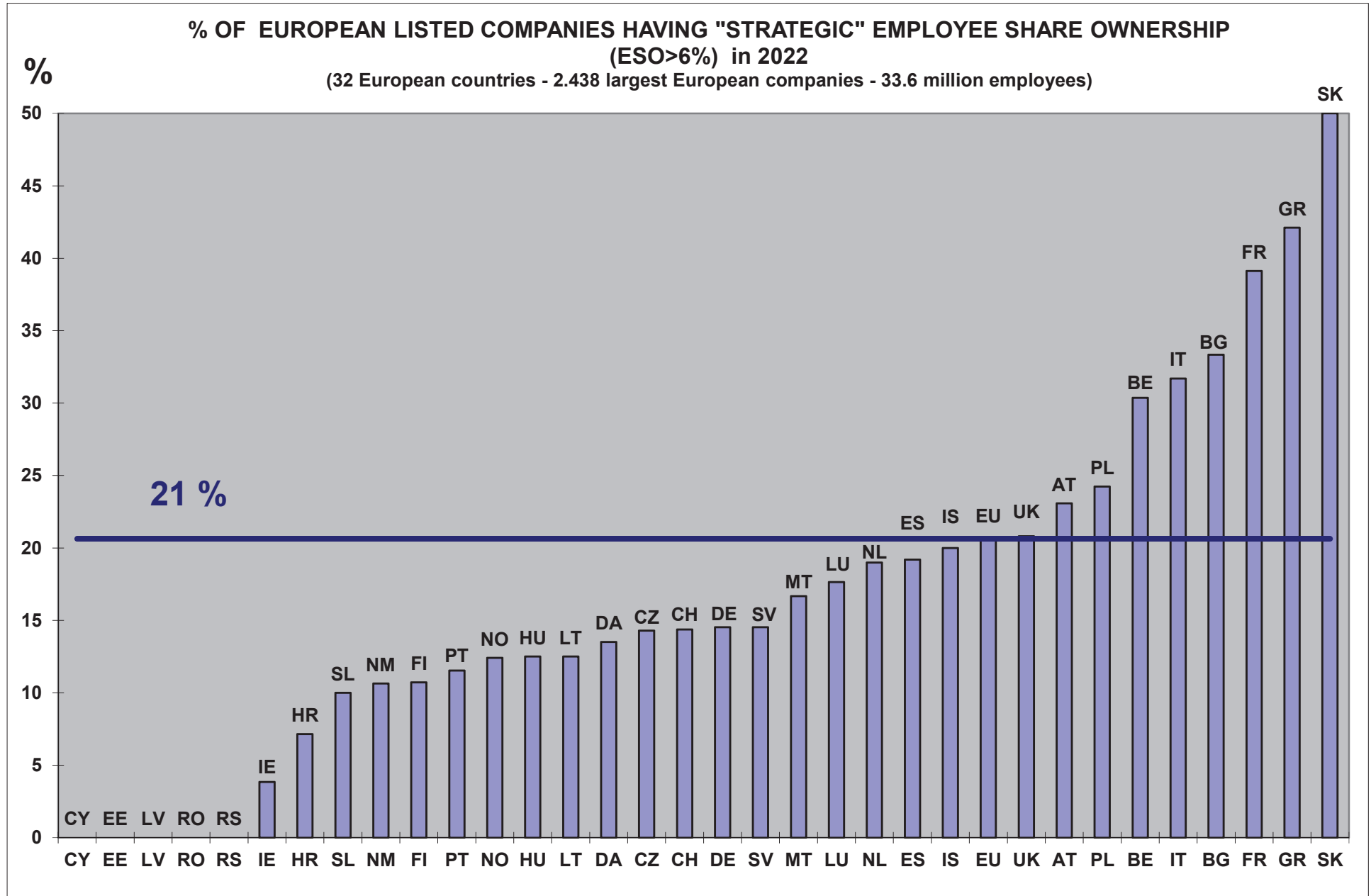


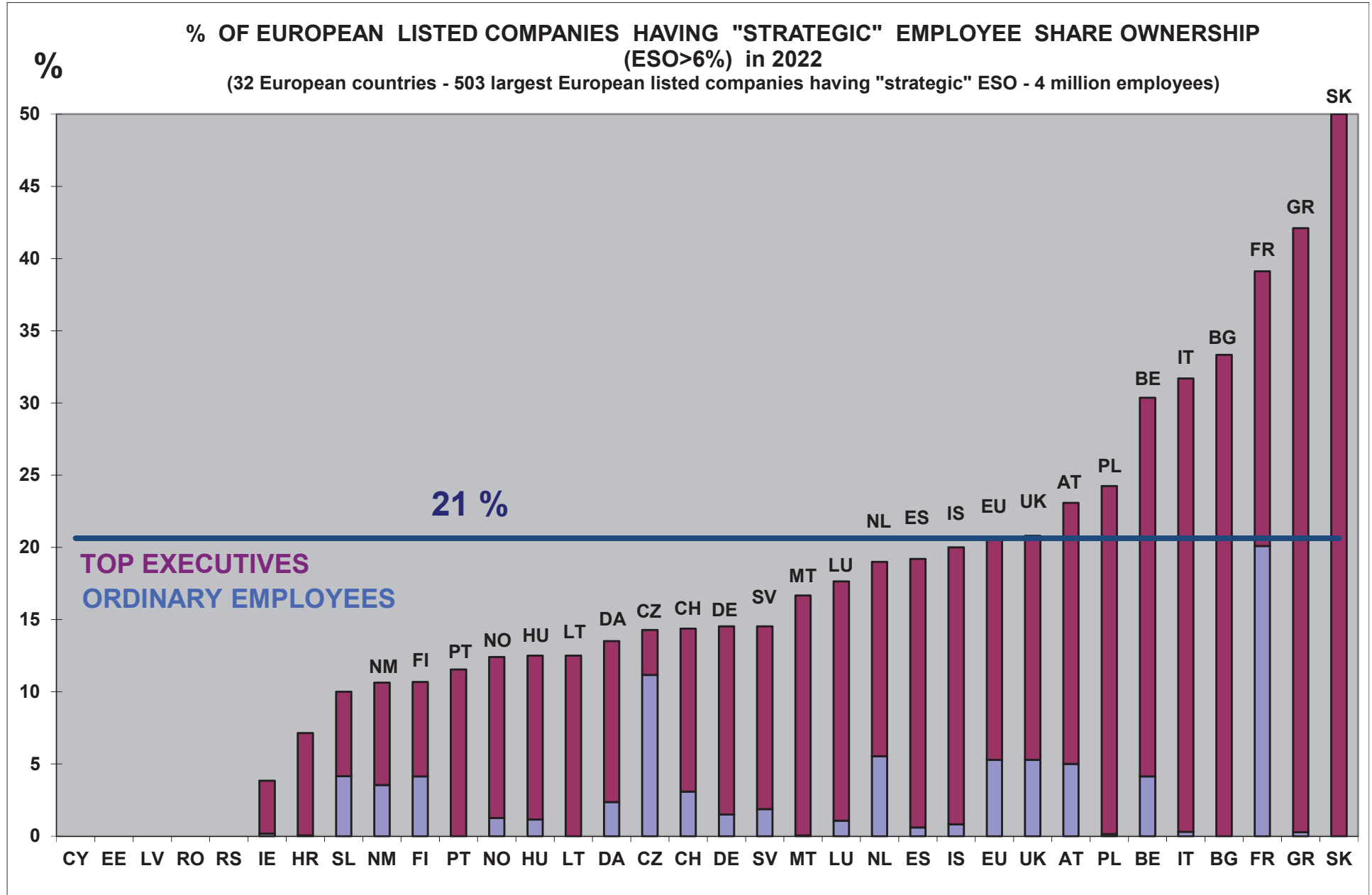


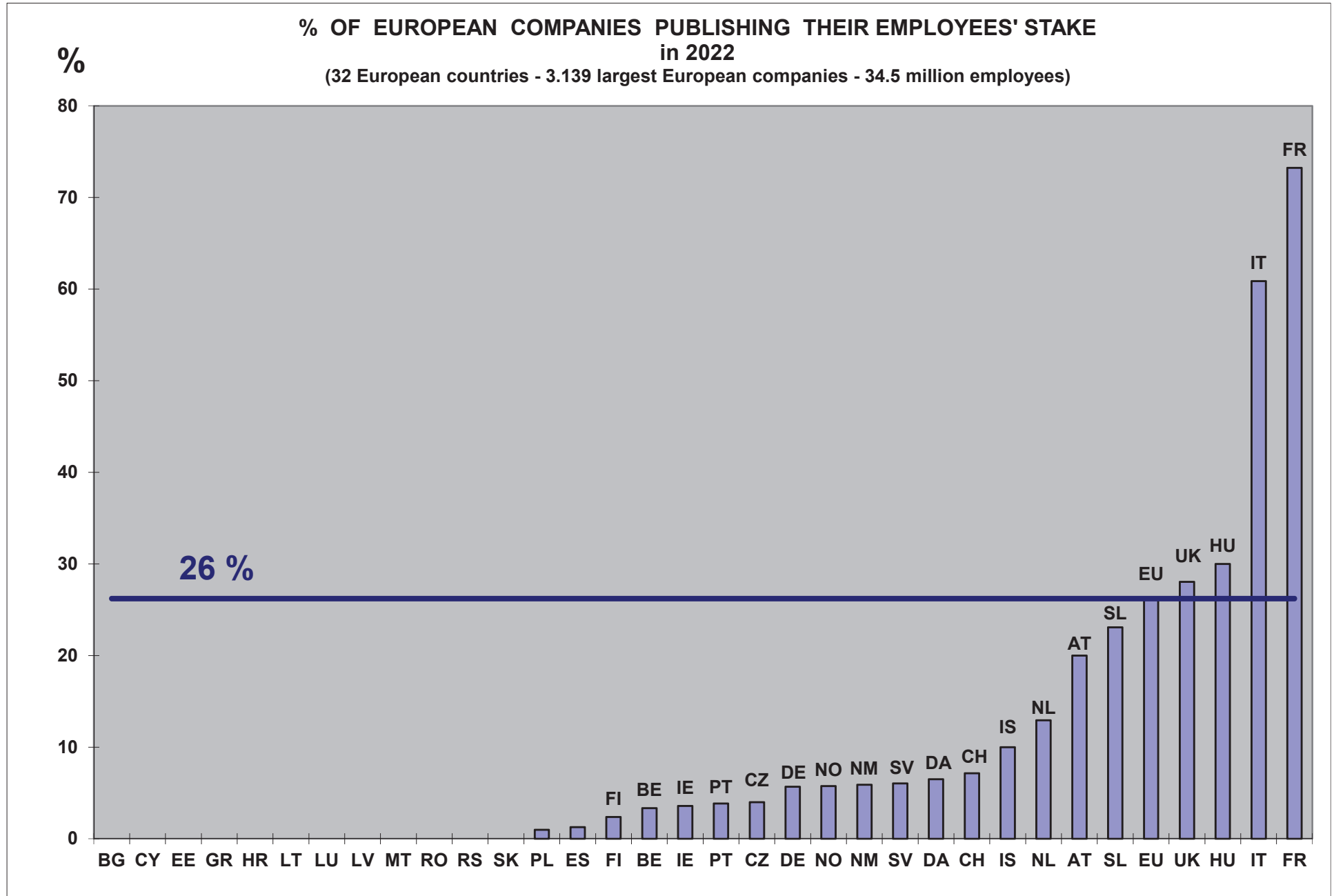


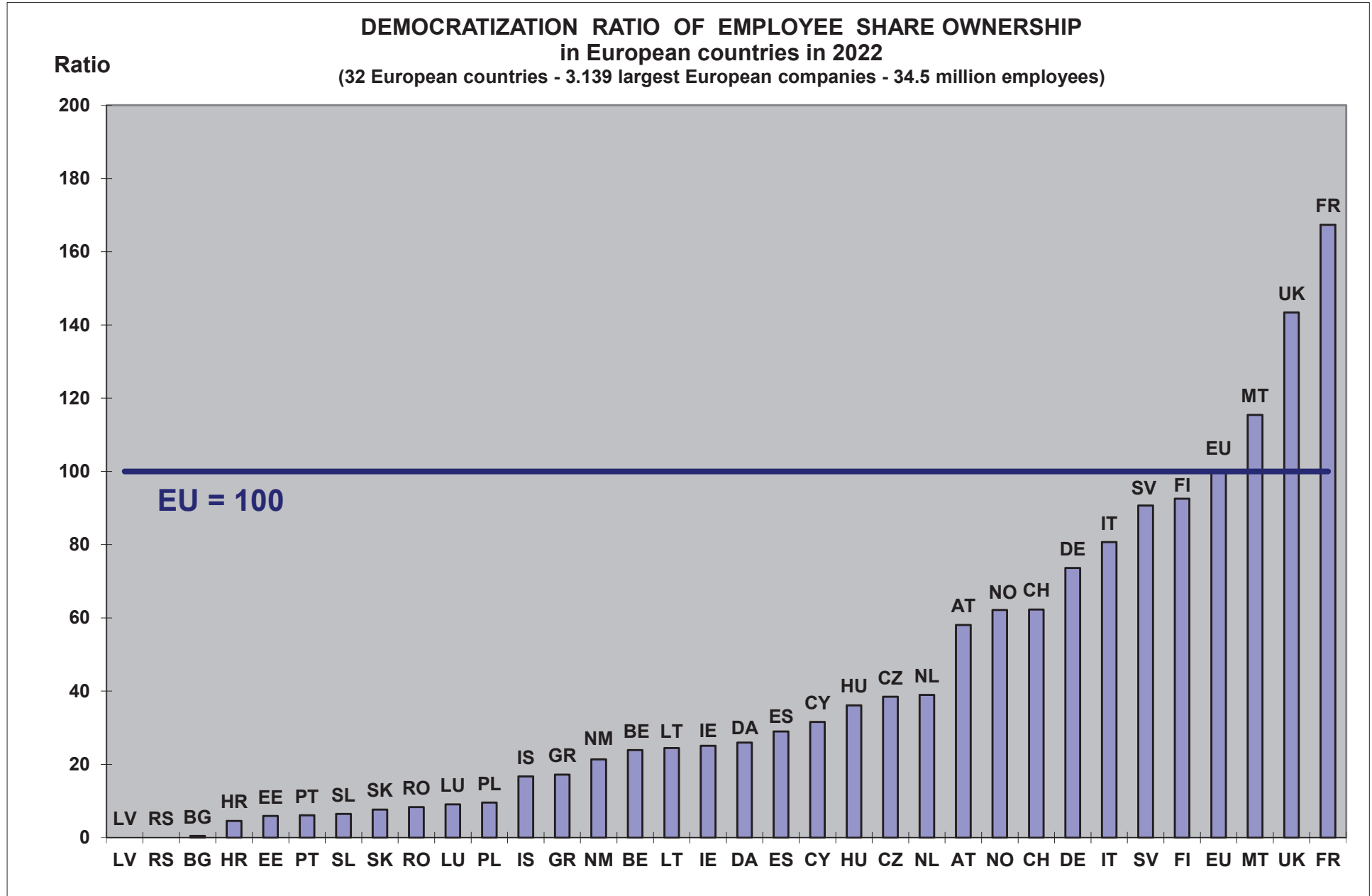


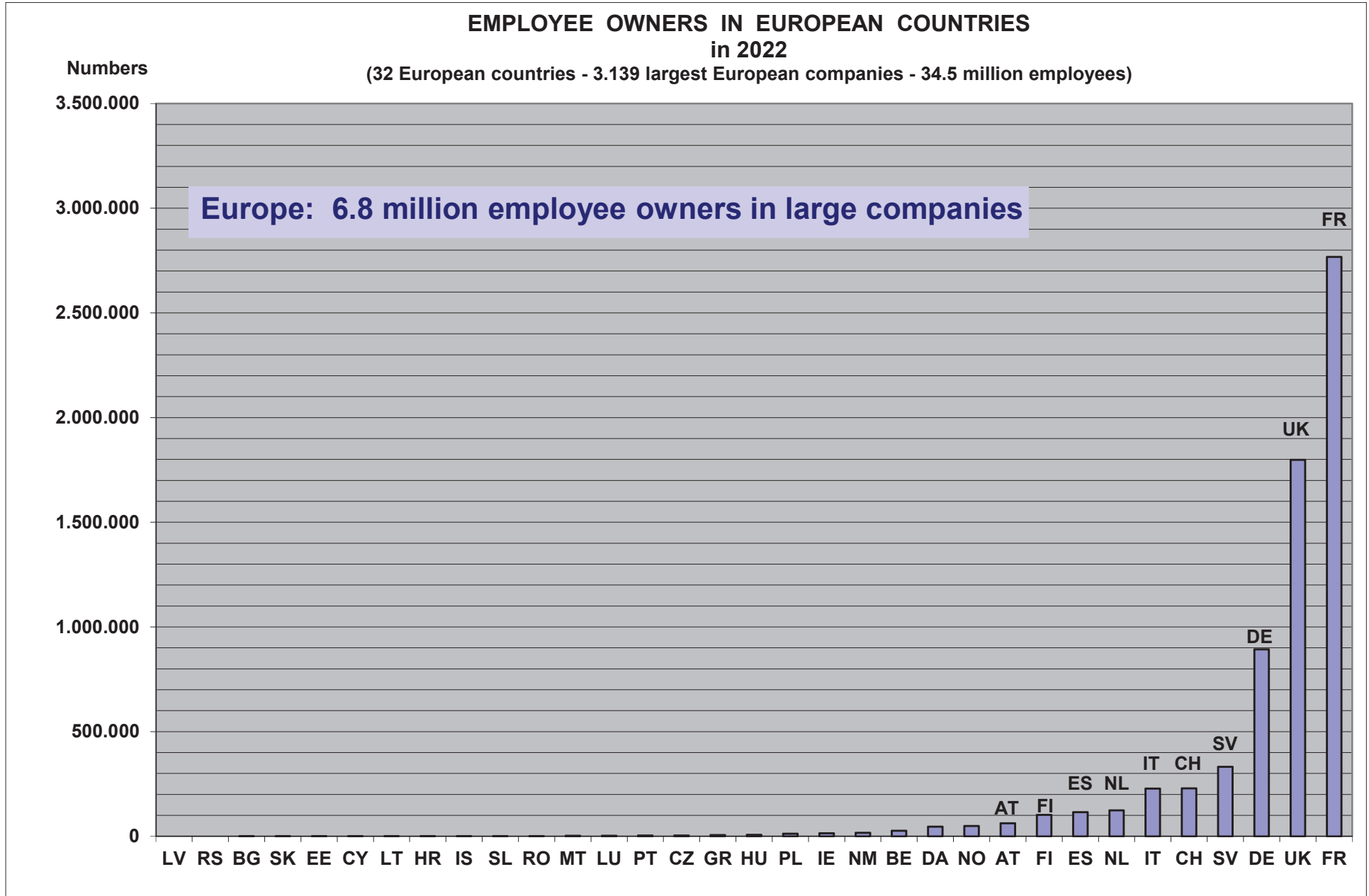


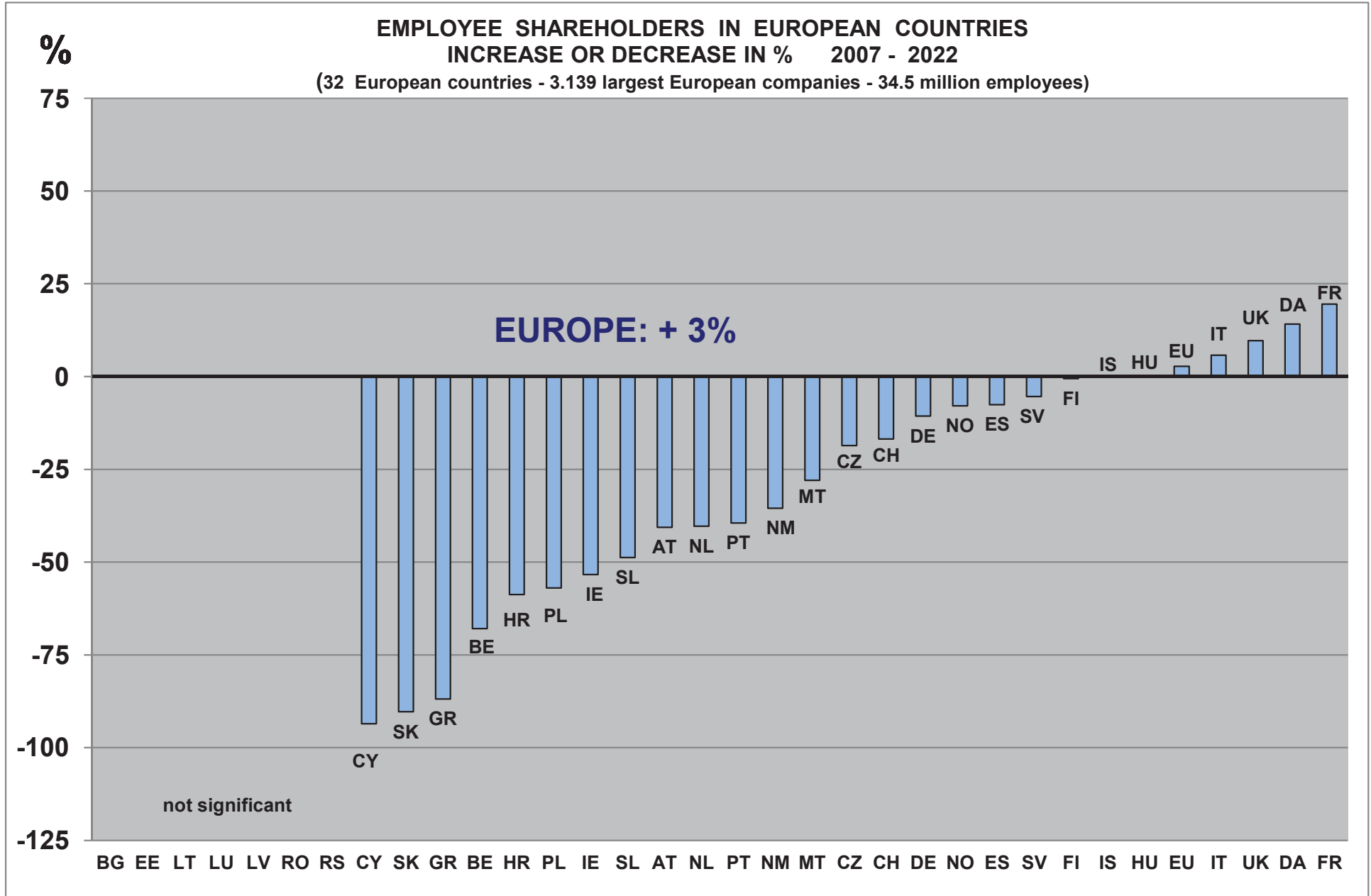


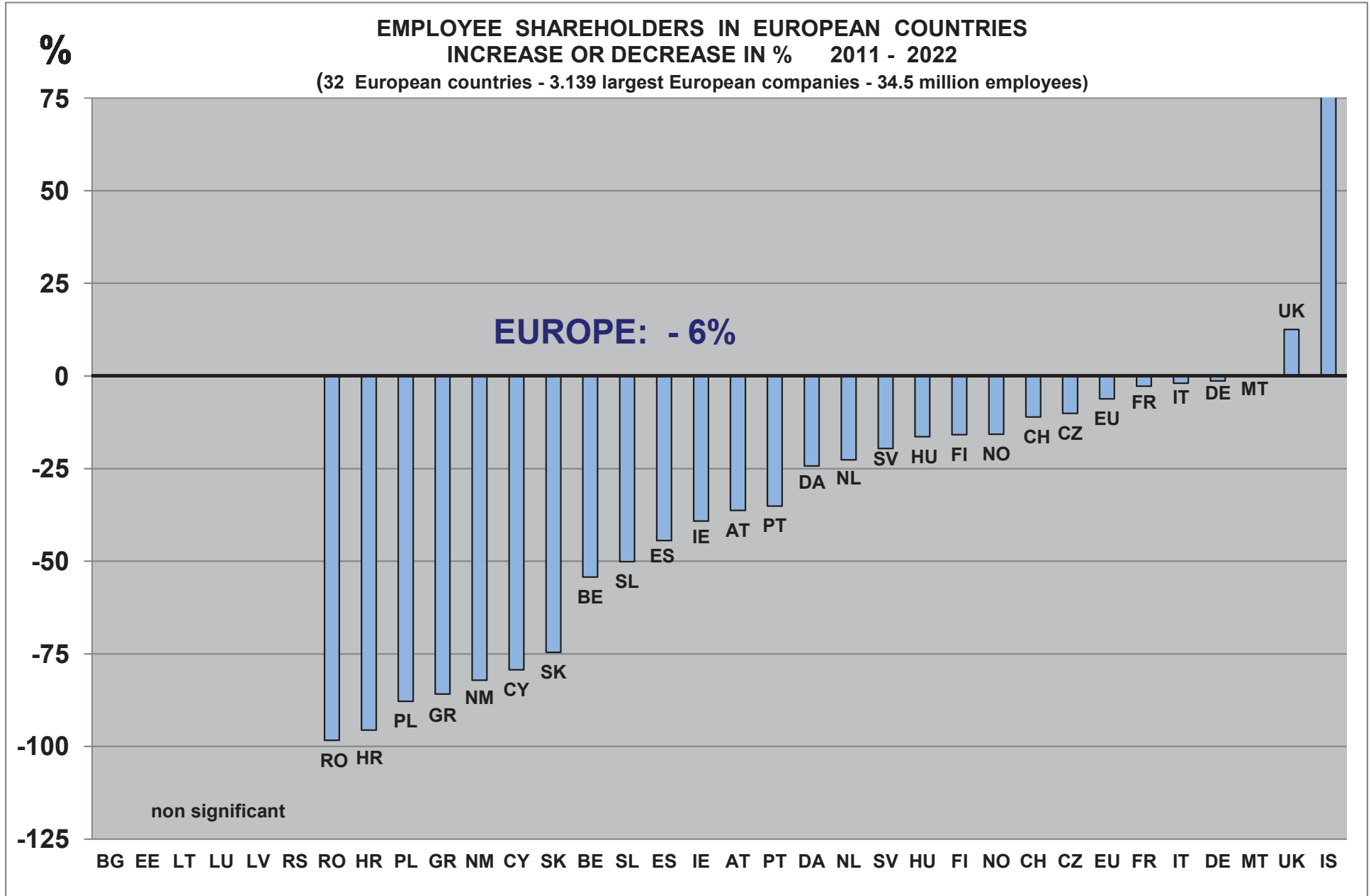


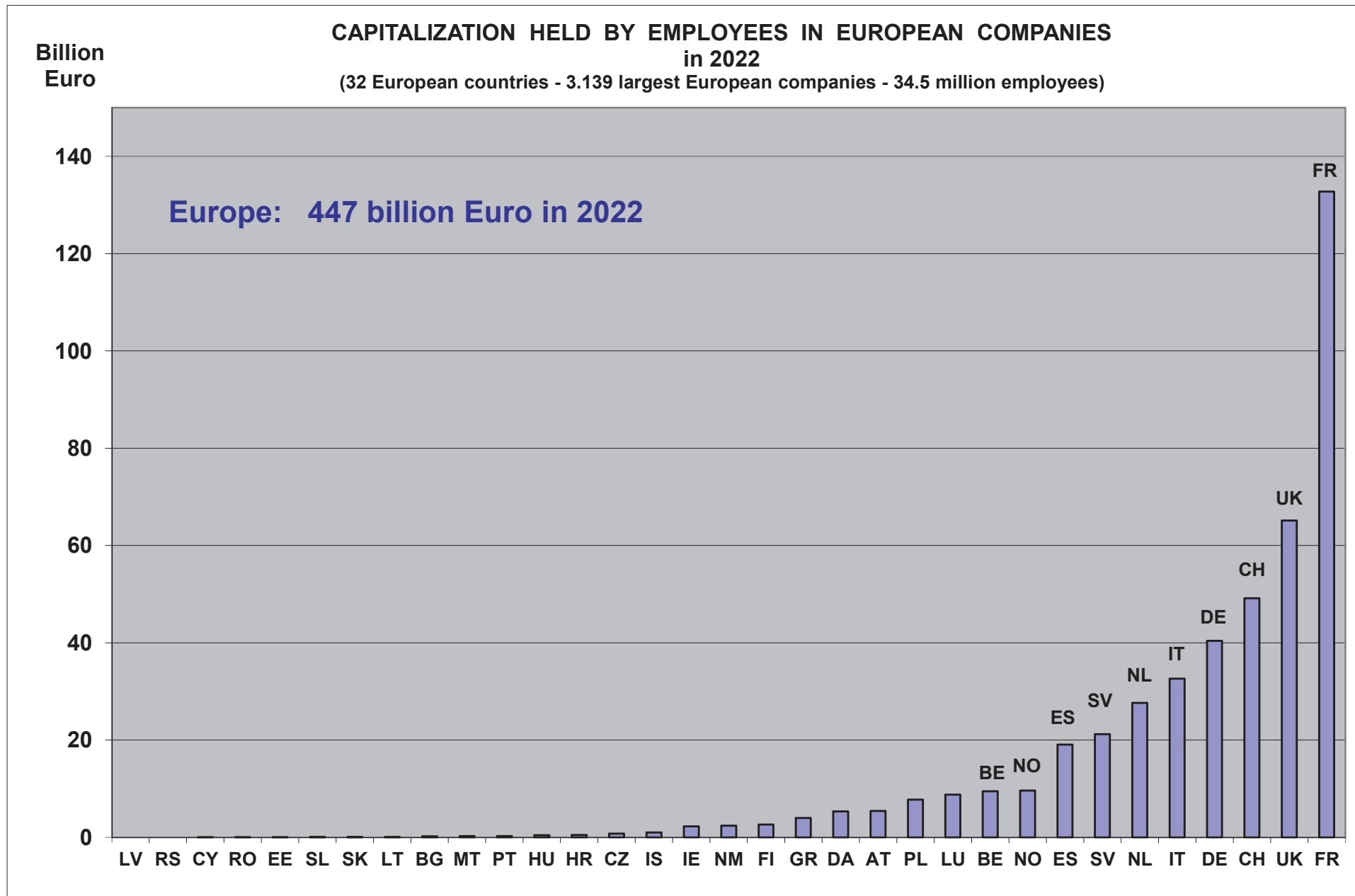


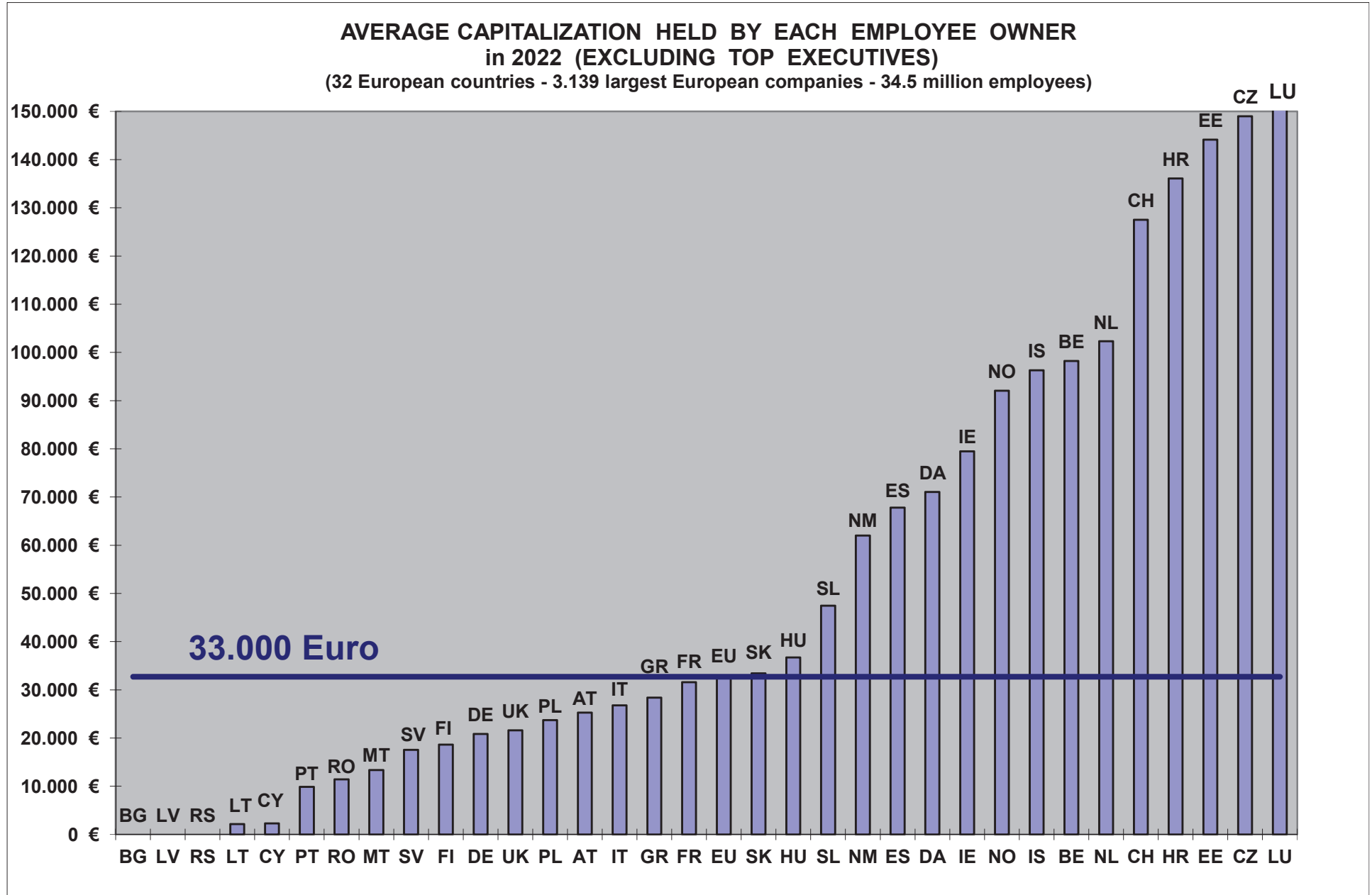












LES DIRIGEANTS EXÉCUTIFS

LES DIRIGEANTS EXECUTIFS

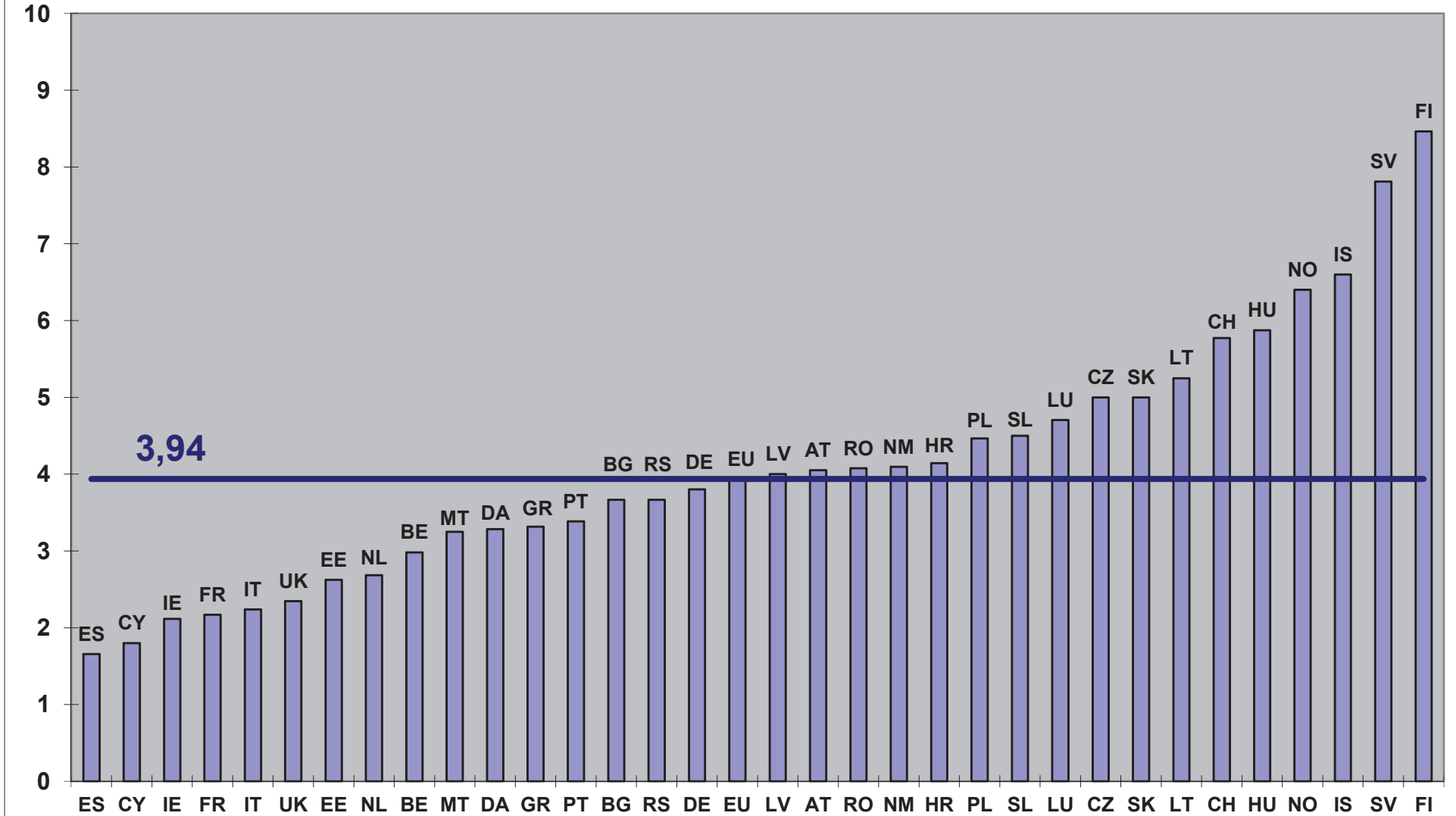
Le poids relatif de l'actionnariat salarié démocratique et des dirigeants exécutifs a été décrit plus haut. Ce chapitre détaille davantage la position des dirigeants exécutifs dans les grandes entreprises européennes.

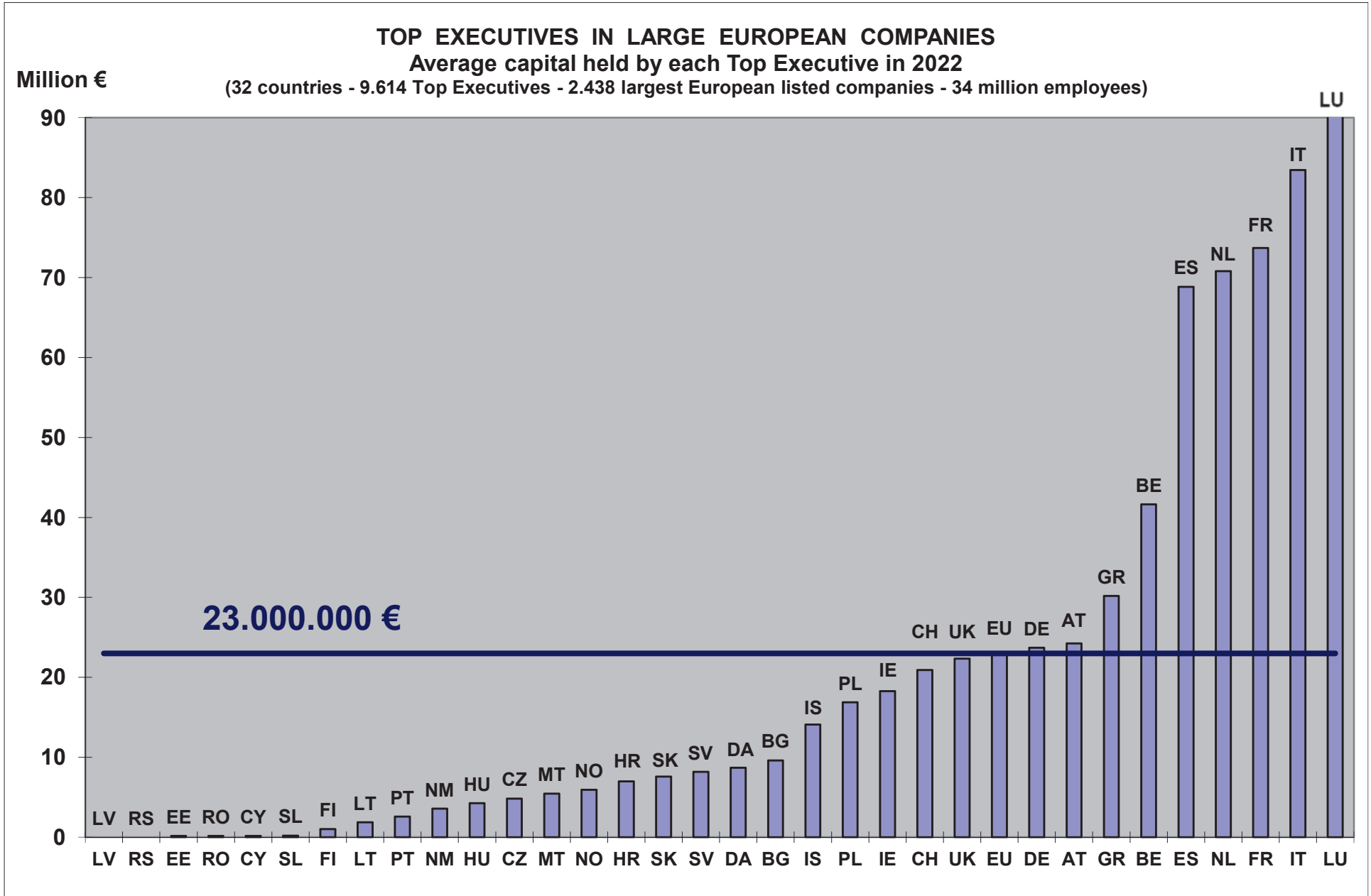
- Des différences sensibles apparaissent entre les différents pays européens pour ce qui est du nombre moyen de dirigeants exécutifs dans chaque entreprise, autour de la moyenne de 3,94 dirigeants exécutifs par entreprise cotée, de 2 en Espagne à 8 en Suède ou en Finlande ([Graphique 42](#)).
- Différences très marquées entre les pays européens pour le capital moyen détenu par chaque dirigeant exécutif, aussi bien pour les montants absolus, avec une moyenne de 23 millions d'Euro par personne ([Graphique 43](#)), que pour la part détenue en % ([Graphique 44](#)). Il faut noter que le nombre plus réduit de dirigeants exécutifs identifiés en Espagne, France, Italie ou au Royaume Uni conduit mécaniquement à des montants individuels plus élevés en moyenne. Le fait est que les définitions des dirigeants exécutifs soumis à transparence diffèrent d'un pays à l'autre.
- Les chapitres précédents ont mis en évidence le poids croissant des dirigeants exécutifs tandis que la part détenue par l'actionnariat salarié démocratique est aujourd'hui au même niveau qu'il y a seize ans.
En effet, la part détenue par les dirigeants exécutifs a été multipliée par 1.51 en Europe, passant de 1.08% en 2007 à 1.63% en 2022.
Cependant sans la plupart des pays, la part détenue par les dirigeants a augmenté beaucoup plus que la moyenne. C'est le cas de Malte avec un coefficient multiplicateur de 11, de Chypre (multiplication par 6), de la Belgique (multiplication par 4), de l'Italie (multiplication par 2.5), et de la plupart des "nouveaux" pays membres de l'Union européenne ([Graphique 44B](#)).
Par contre, quelques pays se situent en-dessous de la moyenne, tels la France et la Grande Bretagne où la part détenue par les dirigeants a augmenté plus modérément.
- Ainsi apparaissent les fait suivants: **Les pays européens où l'actionnariat salarié démocratique est le plus encouragé et développé tels que la France et la Grande Bretagne sont ceux où la part détenue par les dirigeants a été la mieux contenue.** Au contraire, la faiblesse de l'actionnariat salarié démocratique est la marque des pays où la part des dirigeants s'est le plus envolée. Les pays où les politiques d'actionnariat salarié démocratique sont faibles ou absentes sont ceux qui ont vu s'envoler la part des dirigeants, on peut relever ici les cas de la Belgique, de l'Allemagne, de l'Italie.
- D'autre part, 77% de toutes les grandes entreprises cotées européennes publient l'information complète sur la détention d'actions par leurs dirigeants exécutifs. Seuls quelques pays se distinguent des autres par leur information peu transparente, en particulier la Belgique, l'Allemagne, l'Autriche, le Luxembourg et la Grèce ([Graphique 45](#)).
- Enfin la transparence sur la détention d'actions par les dirigeants exécutifs a augmenté dans la plupart des pays européens, de 62% de toutes les entreprises cotées en 2013 à 77% en 2022. Cependant, elle a diminué dans six pays où le manque de transparence continue à s'imposer: Belgique, Allemagne, Tchéquie, Croatie, Hongrie et Islande ([Table 23](#)).
- Il est flagrant de constater la présence de la Belgique et de l'Allemagne à la fois au nombre des pays où les politiques d'actionnariat salarié sont les plus faibles, où la part des dirigeants exécutifs a le plus augmenté, et où la transparence à ce sujet est la plus troublante.

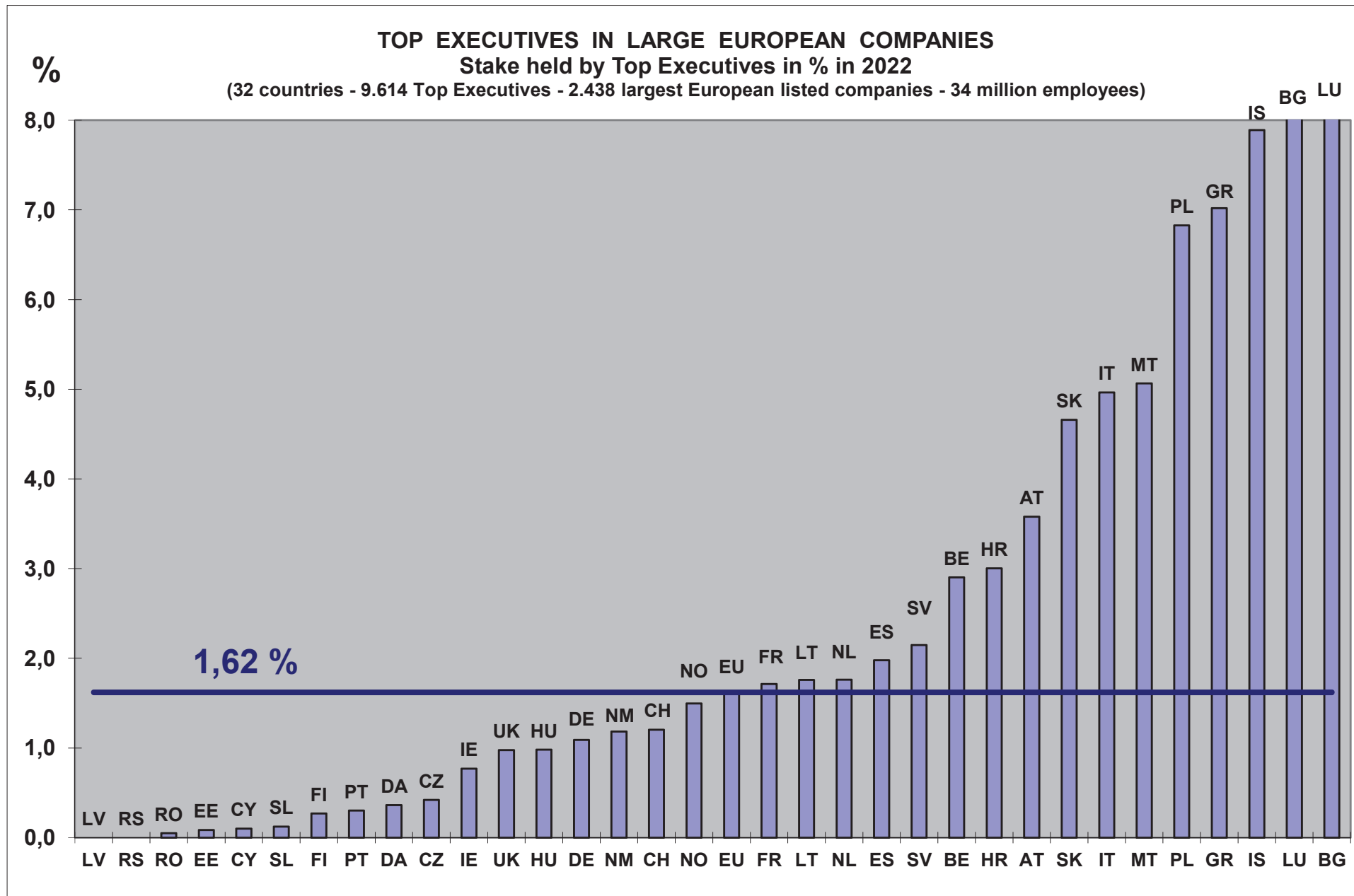
TOP EXECUTIVES IN LARGE EUROPEAN COMPANIES Average number in each company in 2022

(32 countries - 9.614 Top Executives - 2.438 largest European listed companies - 33.6 million employees)

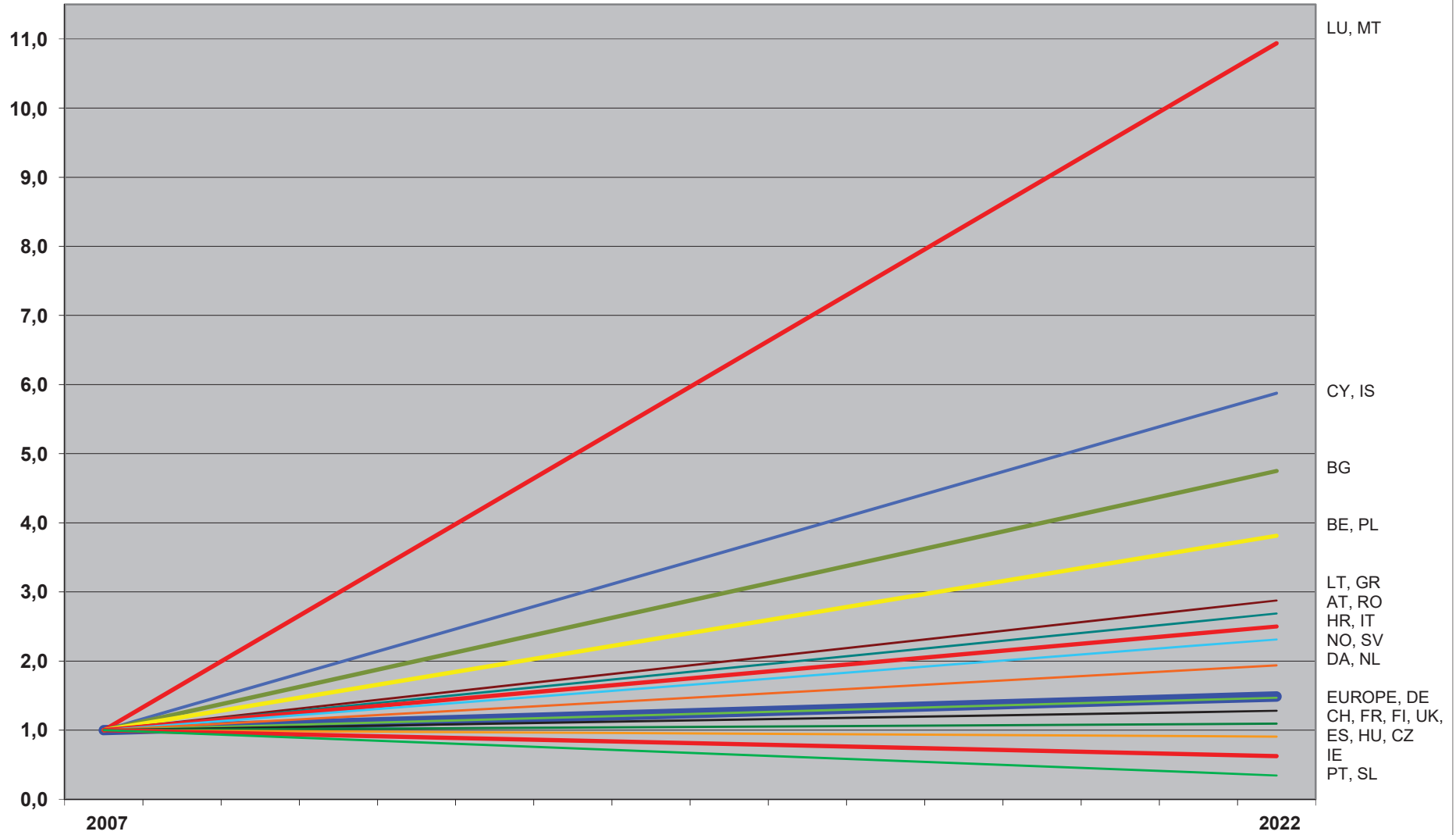
NUMBER







Top Executives' ownership stake in large European companies
Multiplier from 2007 to 2022
 (32 European countries - 2.438 largest listed European companies - 34 million employees)



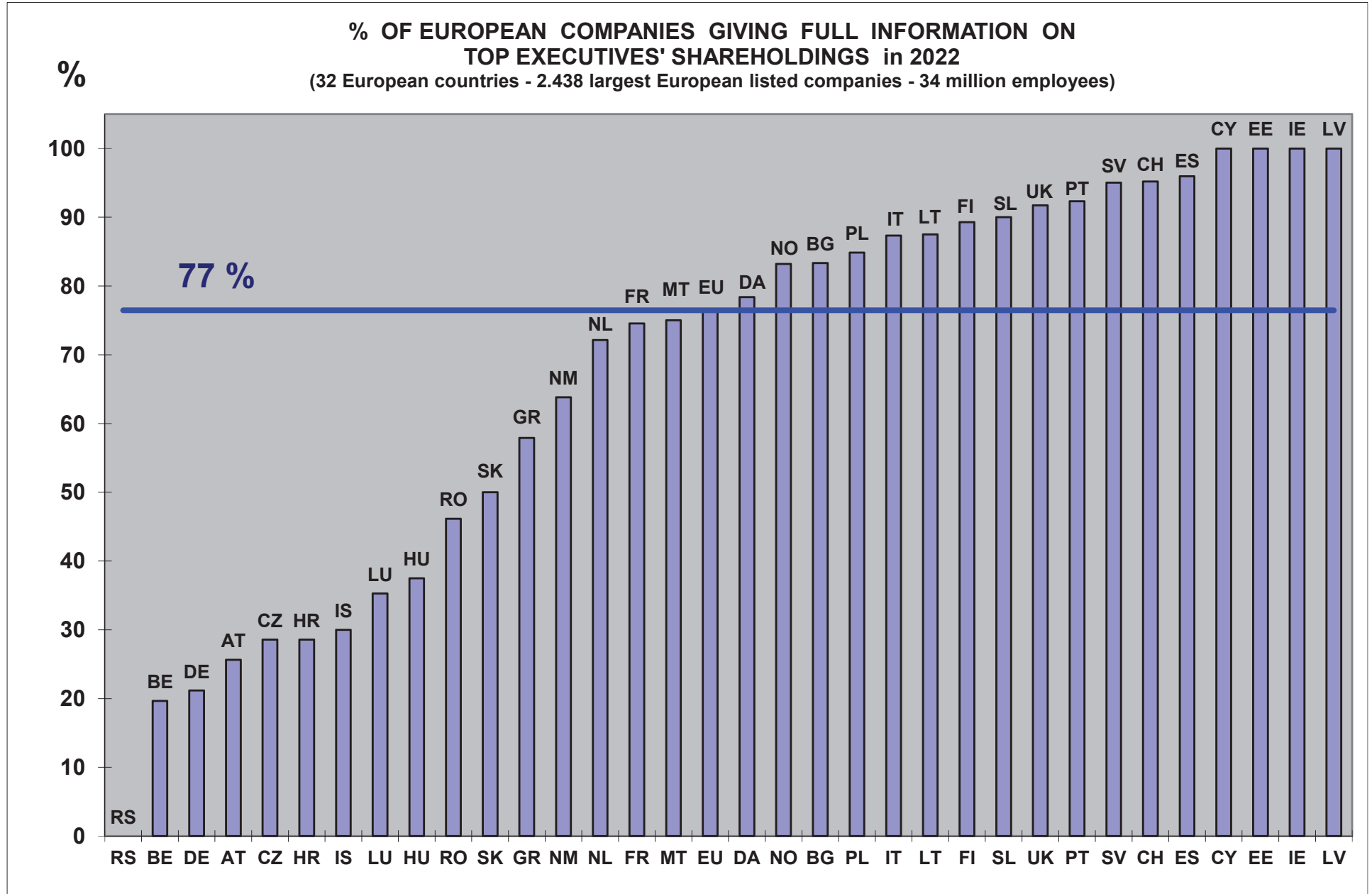


Table 23: Full information on Top Executives' shareholdings in 2022

FULL INFORMATION ON TOP EXECUTIVES' SHAREHOLDINGS												
Countries	Listed Companies	Listed Companies giving full information on Top Executives' shareholdings										
		Number 2022	Number 2022	% 2022	% 2021	% 2020	% 2019	% 2018	% 2017	% 2016	% 2015	% 2014
AT	39	10	25,6%	23,1%	20,5%	28,2%	25,6%	25,6%	23,1%	20,5%	17,9%	17,9%
BE	56	11	19,6%	16,1%	21,4%	19,6%	19,6%	19,6%	25,0%	26,8%	21,4%	21,4%
BG	6	5	83,3%	83,3%	83,3%	83,3%	83,3%	66,7%	66,7%	83,3%	83,3%	66,7%
CH	167	159	95,2%	94,0%	93,4%	92,2%	90,4%	88,6%	86,2%	87,4%	85,6%	85,0%
CY	5	5	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	80,0%	80,0%
CZ	7	2	28,6%	28,6%	28,6%	28,6%	57,1%	57,1%	71,4%	57,1%	57,1%	42,9%
DA	74	58	78,4%	79,7%	83,8%	82,4%	83,8%	79,7%	81,1%	79,7%	75,7%	74,3%
DE	241	51	21,2%	22,8%	22,0%	22,4%	22,8%	23,7%	23,2%	25,7%	25,7%	25,7%
EE	8	8	100,0%	87,5%	87,5%	87,5%	75,0%	75,0%	75,0%	75,0%	75,0%	75,0%
ES	99	95	96,0%	97,0%	94,9%	93,9%	93,9%	89,9%	87,9%	85,9%	80,8%	77,8%
FI	84	75	89,3%	86,9%	85,7%	85,7%	85,7%	77,4%	76,2%	73,8%	66,7%	63,1%
FR	271	202	74,5%	73,1%	72,3%	70,1%	68,6%	67,5%	69,7%	67,2%	64,9%	64,2%
GR	38	22	57,9%	10,5%	7,9%	7,9%	7,9%	7,9%	5,3%	5,3%	5,3%	2,6%
HR	14	4	28,6%	21,4%	21,4%	21,4%	28,6%	35,7%	28,6%	28,6%	35,7%	35,7%
HU	8	3	37,5%	37,5%	50,0%	62,5%	75,0%	75,0%	62,5%	62,5%	62,5%	62,5%
IE	26	26	100,0%	100,0%	100,0%	100,0%	96,2%	92,3%	92,3%	92,3%	84,6%	84,6%
IS	10	3	30,0%	30,0%	20,0%	20,0%	30,0%	30,0%	70,0%	70,0%	70,0%	60,0%
IT	142	124	87,3%	87,3%	86,6%	81,0%	78,9%	78,9%	76,8%	73,2%	72,5%	71,8%
LT	8	7	87,5%	75,0%	75,0%	75,0%	75,0%	75,0%	75,0%	75,0%	75,0%	50,0%
LU	17	6	35,3%	29,4%	29,4%	29,4%	29,4%	23,5%	23,5%	23,5%	17,6%	17,6%
LV	1	1	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
MT	12	9	75,0%	83,3%	83,3%	83,3%	83,3%	75,0%	75,0%	58,3%	58,3%	50,0%
NL	79	57	72,2%	73,4%	73,4%	72,2%	68,4%	67,1%	65,8%	63,3%	64,6%	58,2%
NO	137	114	83,2%	85,4%	82,5%	78,1%	74,5%	70,1%	66,4%	63,5%	61,3%	59,1%
PL	99	84	84,8%	83,8%	83,8%	80,8%	79,8%	80,8%	80,8%	77,8%	73,7%	62,6%
PT	26	24	92,3%	88,5%	88,5%	88,5%	84,6%	92,3%	88,5%	92,3%	92,3%	88,5%
RO	13	6	46,2%	53,8%	53,8%	53,8%	53,8%	61,5%	69,2%	69,2%	61,5%	46,2%
RS	3	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
SK	2	1	50,0%	50,0%	50,0%	50,0%	50,0%	50,0%	50,0%	50,0%	50,0%	50,0%
SL	10	9	90,0%	100,0%	100,0%	100,0%	90,0%	90,0%	90,0%	90,0%	90,0%	90,0%
SV	241	229	95,0%	91,3%	86,7%	85,9%	83,8%	80,5%	74,3%	67,2%	62,7%	60,6%
UK	495	454	91,7%	93,9%	93,3%	92,3%	91,5%	89,5%	87,7%	85,1%	80,4%	76,8%
32 COUNTRIES	2.438	1.864	76,5%	75,6%	74,7%	73,4%	72,4%	70,6%	69,4%	67,4%	64,4%	61,9%
13 NMS - PL (*)	94	60	63,8%	63,8%	64,9%	66,0%	68,1%	68,1%	68,1%	66,0%	64,9%	57,4%

(*) "New" Member States except Poland

GOUVERNANCE D'ENTREPRISE
ET
PROFIT-SHARING

GOVERNANCE D'ENTREPRISE ET PROFIT-SHARING

En plus de toute l'information sur l'actionnariat salarié et les plans d'actionnariat salarié, ce Recensement comporte des chapitres sur la gouvernance d'entreprise et le profit-sharing dans les grandes entreprises européennes (notamment la représentation des salariés dans les conseils et les discriminations de droits de vote pour ou contre l'actionnariat salarié).

Les données sur la structure des conseils, la représentation des salariés dans les conseils et les droits de votes en 2022 apparaissent au [Tableau 24](#), et les évolutions de 2013 à 2022 au [Tableau 25](#). En outre, les données par pays sont détaillées aux [Tableaux 26-27](#).

• Représentation des salariés dans les conseils

La représentation des salariés dans les conseils d'administration ou de surveillance est usuelle dans beaucoup de grandes entreprises européennes ([Graphiques 46-48](#)).

Les **actionnaires salariés** sont représentés dans les conseils dans 13% des grandes entreprises françaises, qui représentent 36% en termes d'emplois ([Graphiques 49-50](#)). En France, la représentation des actionnaires salariés dans les conseils est donc plus typique des très grandes entreprises. Au contraire, cette représentation est quasiment absente dans les autres pays européens.

Quant à la représentation des **salariés** dans les conseils, elle est de règle pour 49% des salariés dans les grandes entreprises européennes ([Graphique 48](#)). C'est le cas pour 90% des salariés dans les grandes entreprises en Allemagne, Autriche, Danemark, Hongrie et Slovaquie. En France, c'est à présent le cas pour 89% des salariés des grandes entreprises (nettement au-dessus de la moyenne européenne), alors que c'est seulement le cas pour 0,9% des salariés en Grande Bretagne et... 0% en Italie ou en Belgique.

La représentation des salariés dans les conseils est particulièrement raffinée en France. Toutes formes confondues, la représentation dans les conseils y concerne 89% des salariés dans les grandes entreprises. Cette représentation est organisée soit par le canal des représentants syndicaux ou des comités d'entreprises pour 89% des cas, soit par le canal des représentants de l'actionnariat salarié pour 36% (et on a dans 36% des cas, à la fois une représentation des salariés et de l'actionnariat salarié).

• Profit-sharing

Sauf en France (où la loi le rend obligatoire), le profit-sharing n'est le fait que d'un très petit nombre d'entreprises, - 6% de toutes les entreprises cotées ([Tables 28-29](#) et [Graphique 58](#)).

• Droits de vote de l'actionnariat salarié

Dans la plupart des pays européens, aucune discrimination n'est faite à l'avantage ou au désavantage des droits de vote de l'actionnariat salarié. Par contre, des discriminations significatives sont à relever dans sept pays ([Graphique 59](#)).

Les droits de vote de l'actionnariat salarié sont généralement démultipliés en France, où les actions nominatives détenues depuis plus de deux ans bénéficient de droits de vote doubles. Au contraire, les droits de vote de l'actionnariat salarié souffrent de discriminations négatives dans six pays: Suède, Danemark, Finlande, Suisse, Pays-Bas et Allemagne ([Graphiques 59-60](#) et [Table 30](#)). Cas-type dans ces pays, celui des entreprises émettrices de deux classes d'actions, actions-A à 10 voix et actions-B à 1 voix. Les actionnaires de contrôle sont détenteurs des actions à voix multiples, tandis que les plans d'actionnariat salarié sont basés sur les actions à faible pouvoir de vote. De cette manière, les droits de vote de l'actionnariat salarié sont sévèrement discriminés, cela touche jusqu'à 35% des grandes entreprises en Suède ([Graphique 59](#)). Les droits de vote de l'actionnariat salarié sont généralement réduits de 35% en Suède, 23% au Danemark, 19% en Finlande et 15% en Suisse, par rapport à ce qu'ils seraient avec la règle "une action, une voix" ([Graphique 60](#)).

Table 24: Corporate governance in European listed companies in 2022

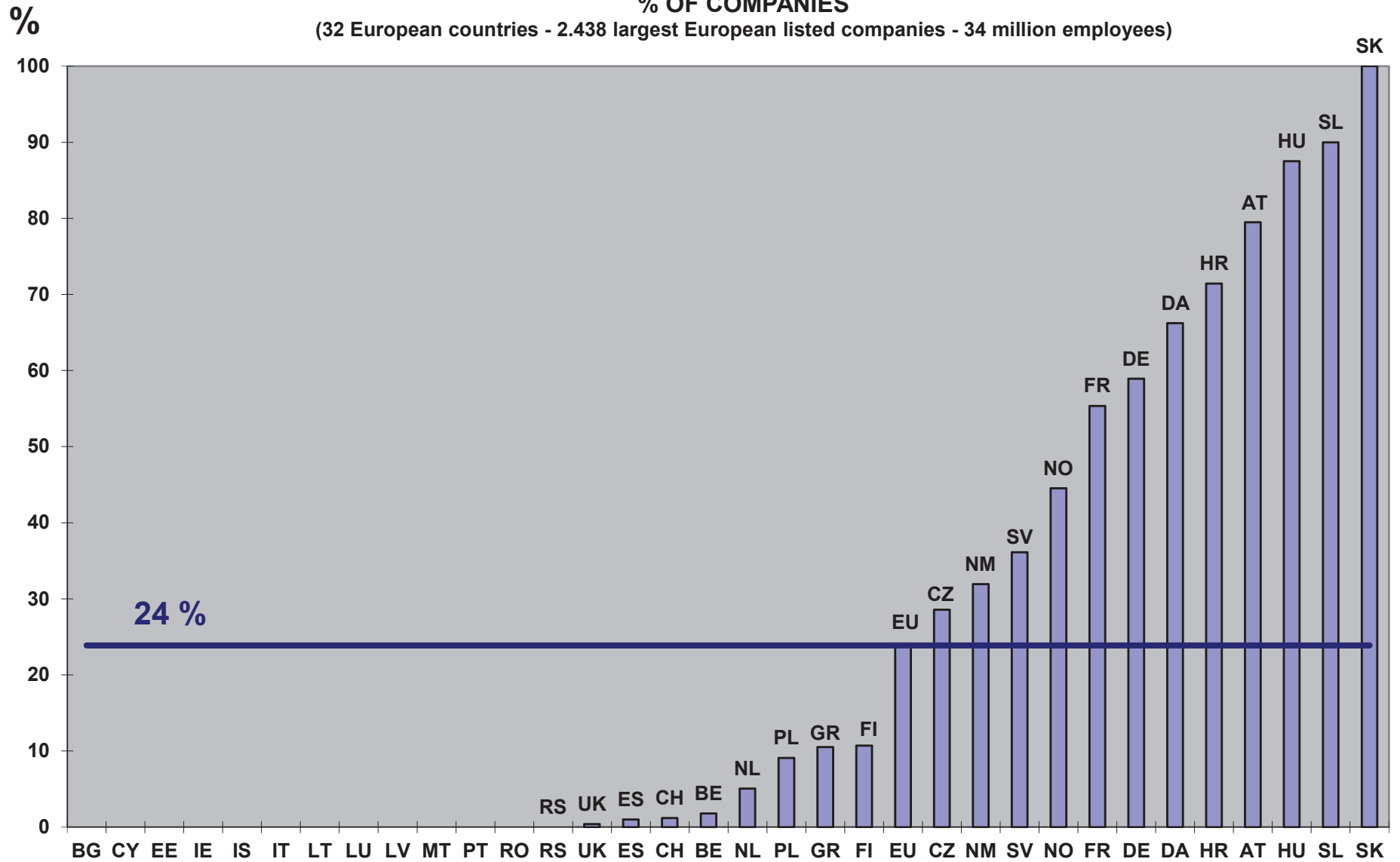
	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
TOTAL LISTED COMPANIES	2.438	100,0%	33,6	100,0%	13.647 €	100,0%
<u>BOARD STRUCTURE</u>						
One-tier board structure	1.163	47,7%	18,5	55,1%	7.686 €	56,3%
Two-tier board structure	1.275	52,3%	15,1	44,9%	5.961 €	43,7%
<u>REPRESENTATION ON BOARDS</u>						
Employee shareholders on boards	40	1,6%	2,9	8,6%	793 €	5,8%
Employees on boards (shareholders or not)	584	24,0%	16,4	48,8%	2.376 €	17,4%
Executive owners on boards	406	16,7%	2,0	5,9%	700 €	5,1%
<u>VOTING RIGHTS</u>						
Positive discrimination for employee share ownership	77	3,2%	4,4	13,0%	1.167 €	8,6%
Negative discrimination against employee share ownership	178	7,3%	2,4	7,1%	1.370 €	10,0%
<u>TOP EXECUTIVES</u>						
Full information about shares held by Top Executives	1.864	76,5%	25,2	75,0%	11.088 €	81,2%

Table 25: Corporate governance in European listed companies - Evolution from 2013 to 2022

	Number of companies and percentages										
	2022	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
	Number	%	%	%	%	%	%	%	%	%	%
TOTAL LISTED COMPANIES	2.438	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
<u>BOARD STRUCTURE</u>											
One-tier	1.163	47,7%	47,9%	48,0%	48,3%	48,4%	48,6%	48,9%	49,0%	49,1%	48,6%
Two-tier	1.275	52,3%	52,1%	52,0%	51,7%	51,6%	51,4%	51,1%	51,0%	50,9%	51,4%
<u>REPRESENTATION ON BOARDS</u>											
Employee shareholders on boards	40	1,6%	1,6%	1,6%	1,7%	1,6%	1,6%	1,6%	1,6%	1,6%	1,5%
Employees on boards (shareholders or not)	582	23,9%	23,7%	23,3%	22,5%	21,3%	20,1%	20,0%	19,7%	19,0%	18,7%
Top Executive owners on boards	406	16,7%	17,1%	17,8%	17,9%	18,3%	18,6%	19,3%	18,9%	19,0%	18,9%
<u>VOTING RIGHTS</u>											
Positive discrimination for employee share ownership	77	3,2%	3,0%	3,2%	3,1%	3,1%	3,3%	3,1%	2,6%	2,6%	2,4%
Negative discrimination against employee share ownership	178	7,3%	7,4%	7,3%	7,3%	7,6%	7,1%	7,2%	7,3%	7,1%	7,2%
<u>TOP EXECUTIVES</u>											
Full information about shares held by Top Executives	1.864	76,5%	75,6%	74,7%	73,4%	72,4%	70,6%	69,4%	67,4%	64,4%	61,9%

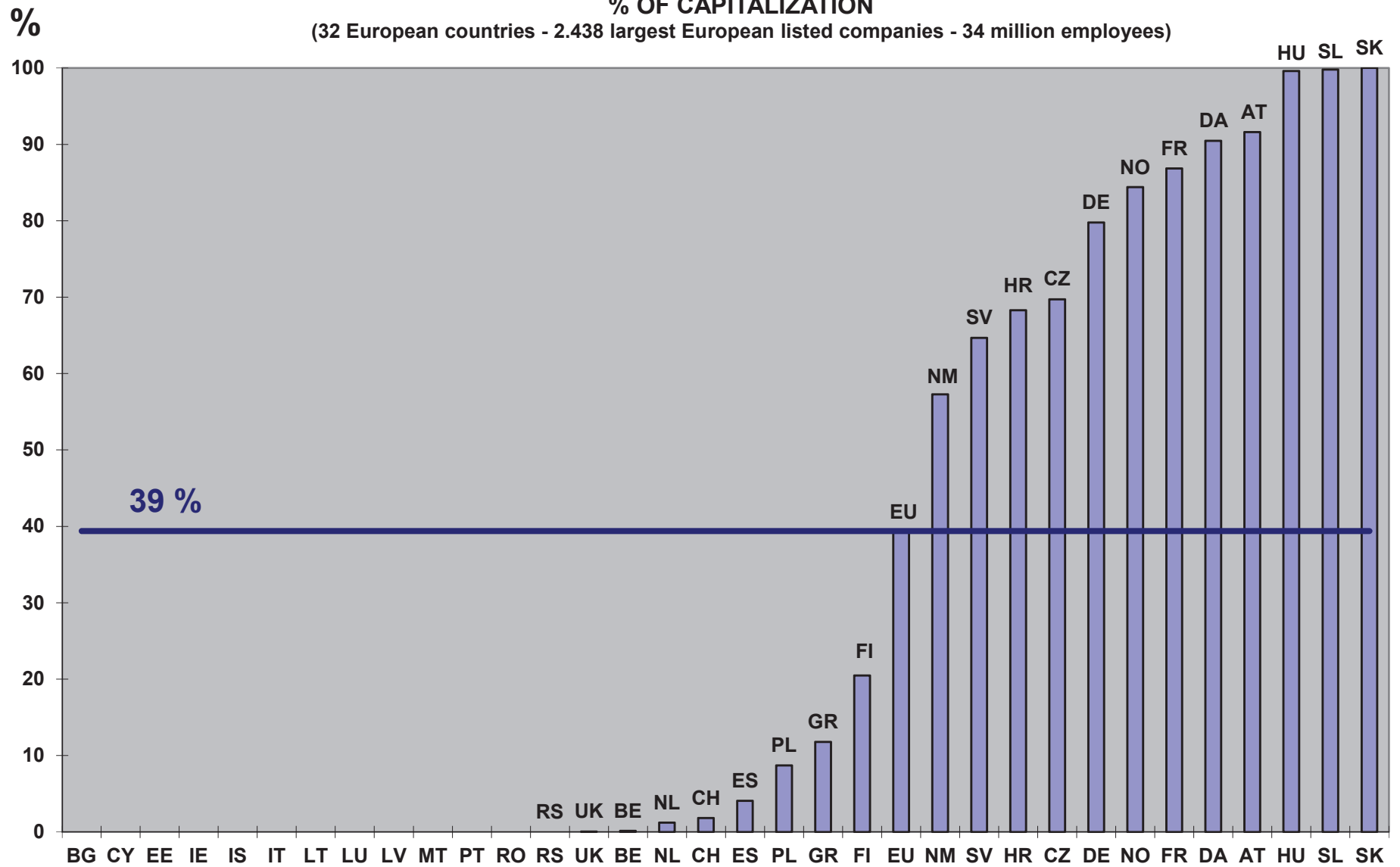
EMPLOYEE REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF COMPANIES

(32 European countries - 2.438 largest European listed companies - 34 million employees)



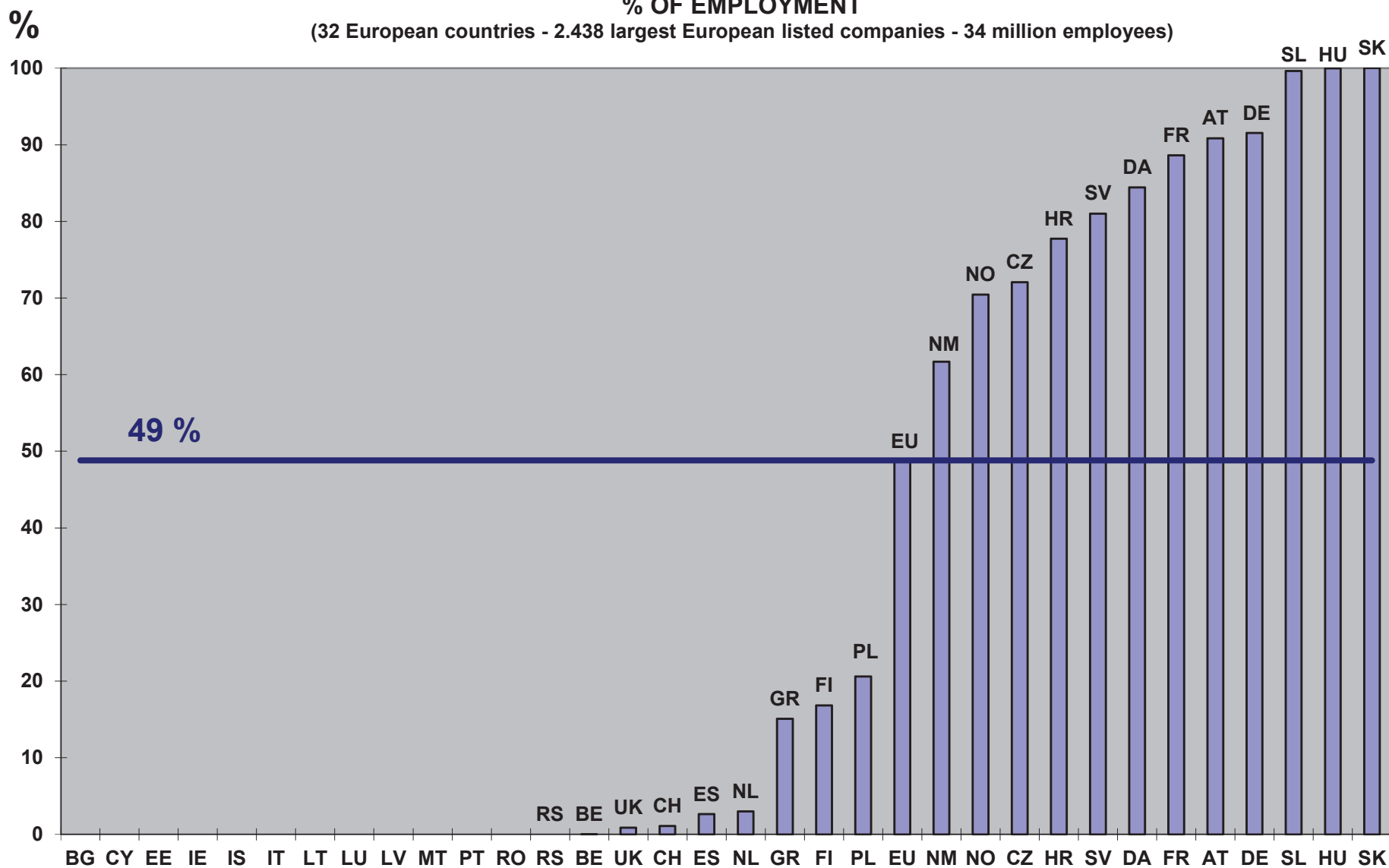
EMPLOYEE REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF CAPITALIZATION

(32 European countries - 2.438 largest European listed companies - 34 million employees)



EMPLOYEE REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF EMPLOYMENT

(32 European countries - 2.438 largest European listed companies - 34 million employees)



EMPLOYEE SHAREHOLDERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF COMPANIES

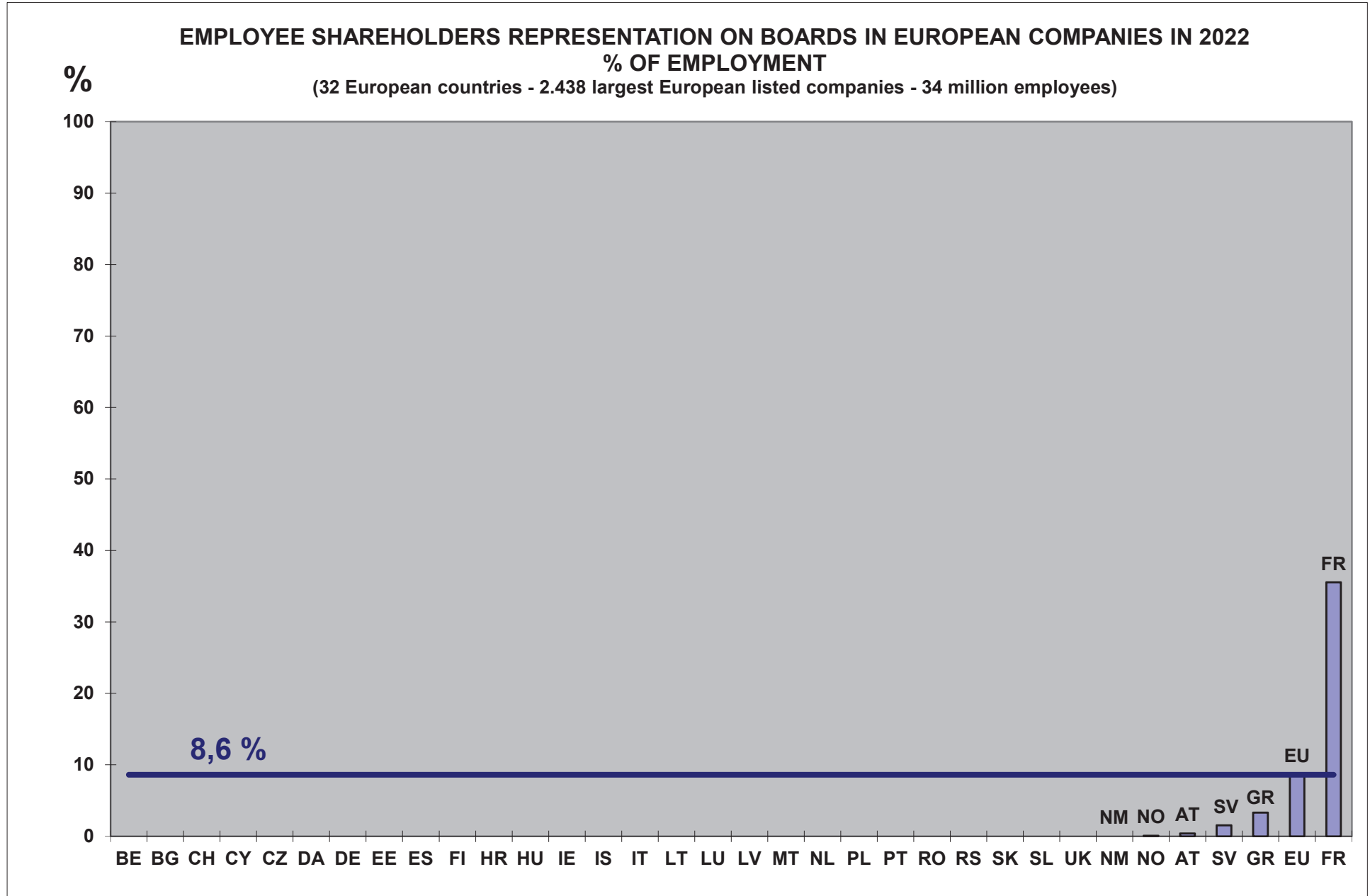
(32 European countries - 2.438 largest European listed companies - 34 million employees)



EMPLOYEE SHAREHOLDERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF CAPITALIZATION

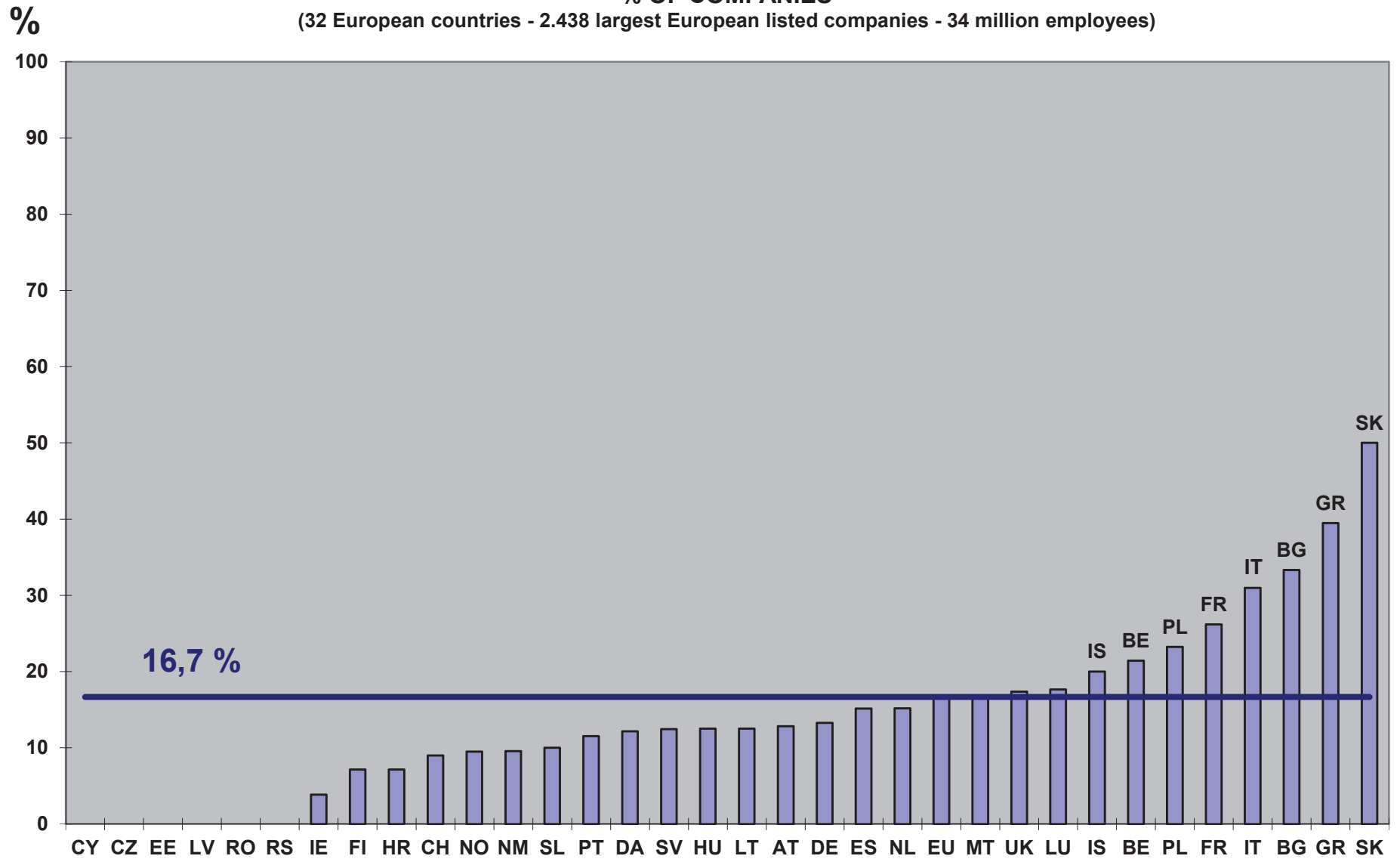
(32 European countries - 2.438 largest European listed companies - 34 million employees)





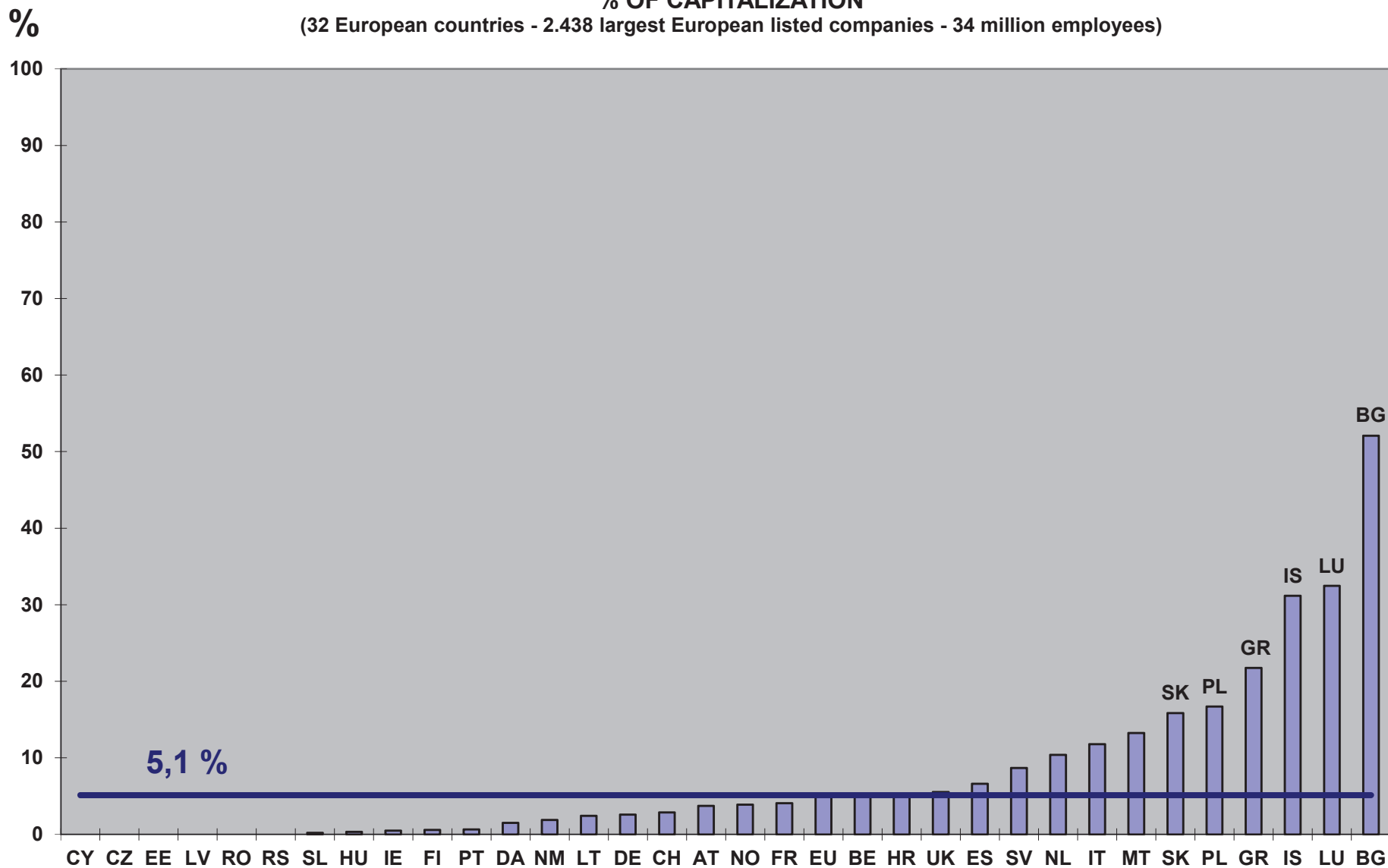
EXECUTIVE OWNERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022
% OF COMPANIES

(32 European countries - 2.438 largest European listed companies - 34 million employees)



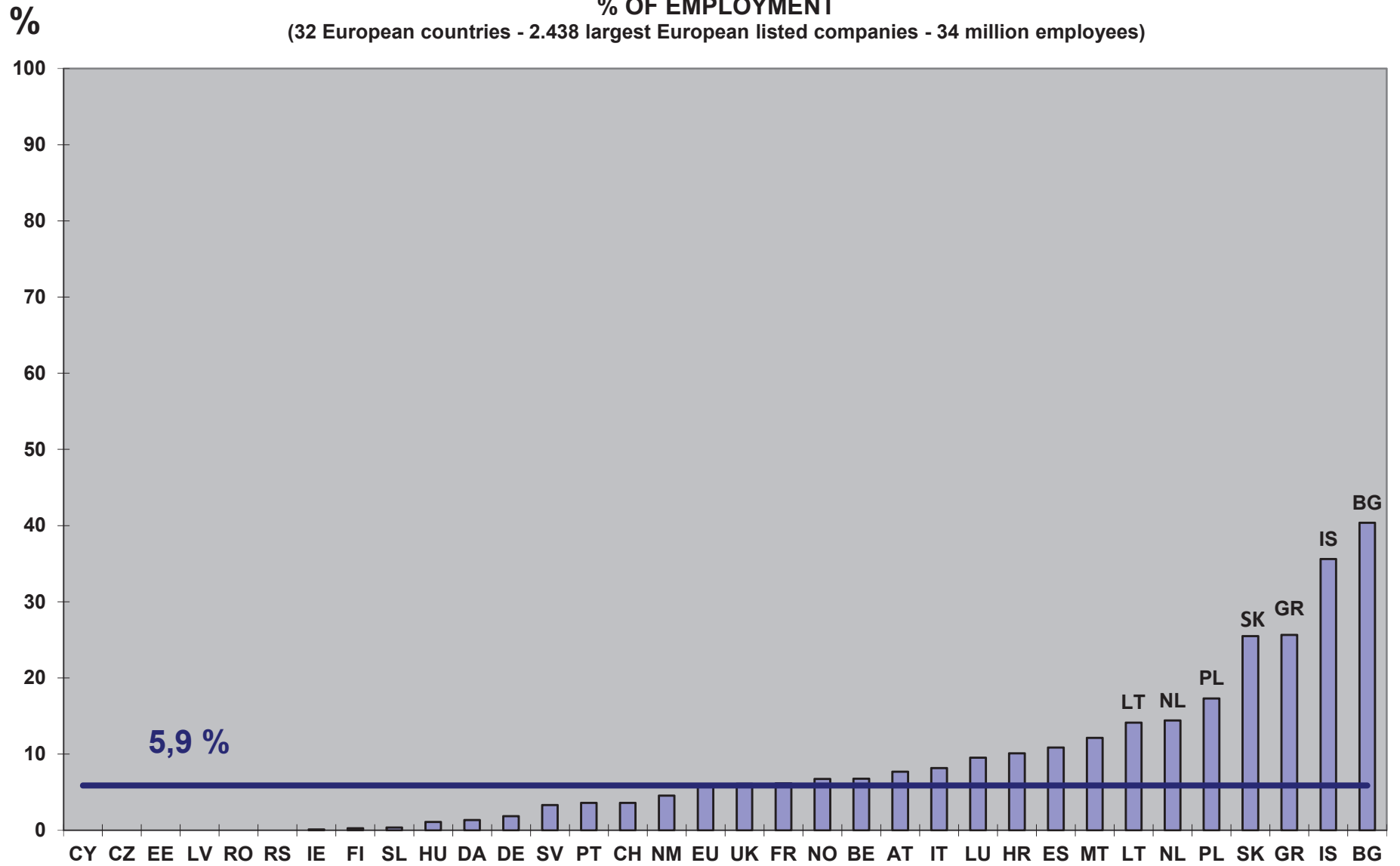
EXECUTIVE OWNERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF CAPITALIZATION

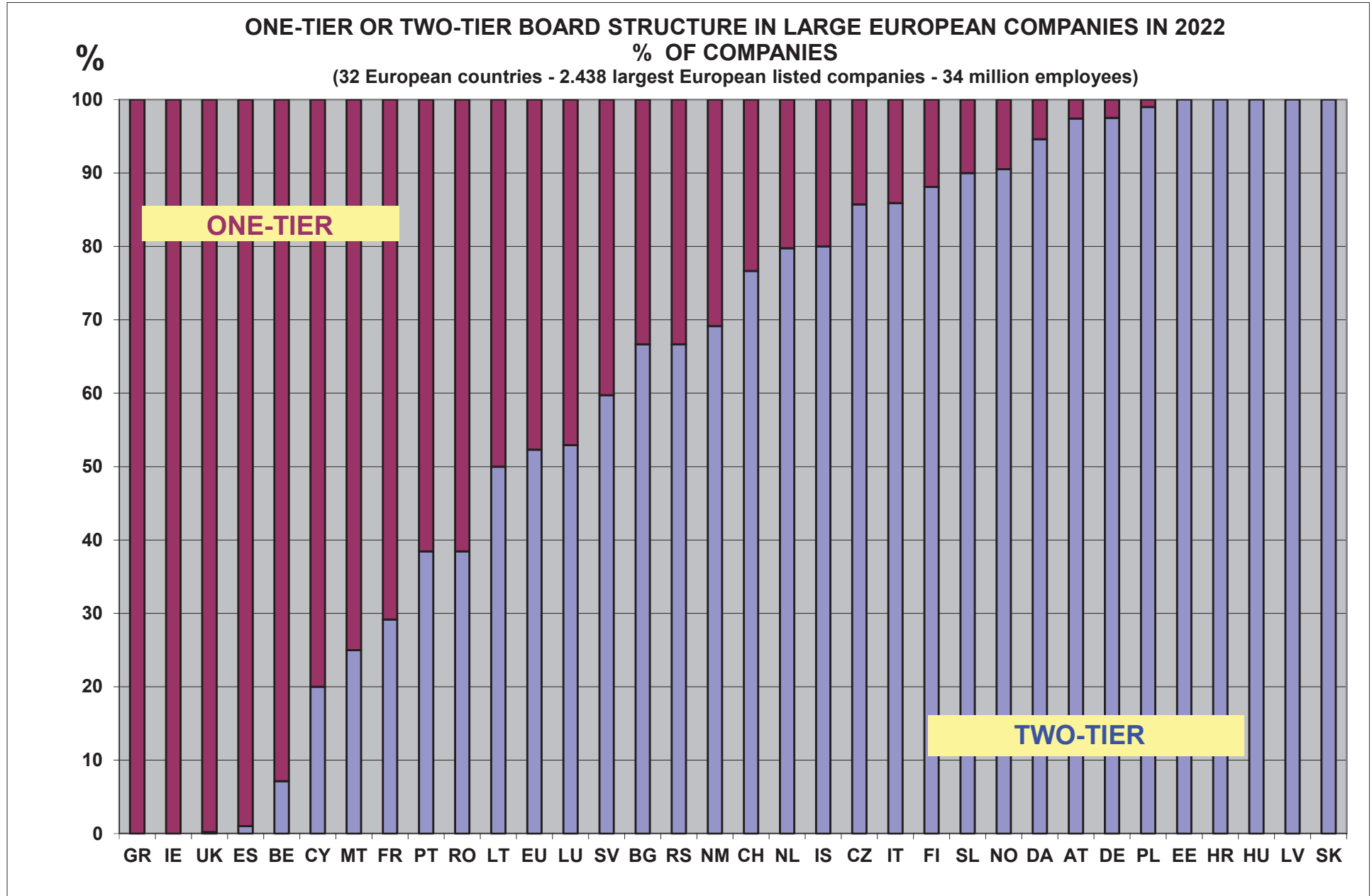
(32 European countries - 2.438 largest European listed companies - 34 million employees)

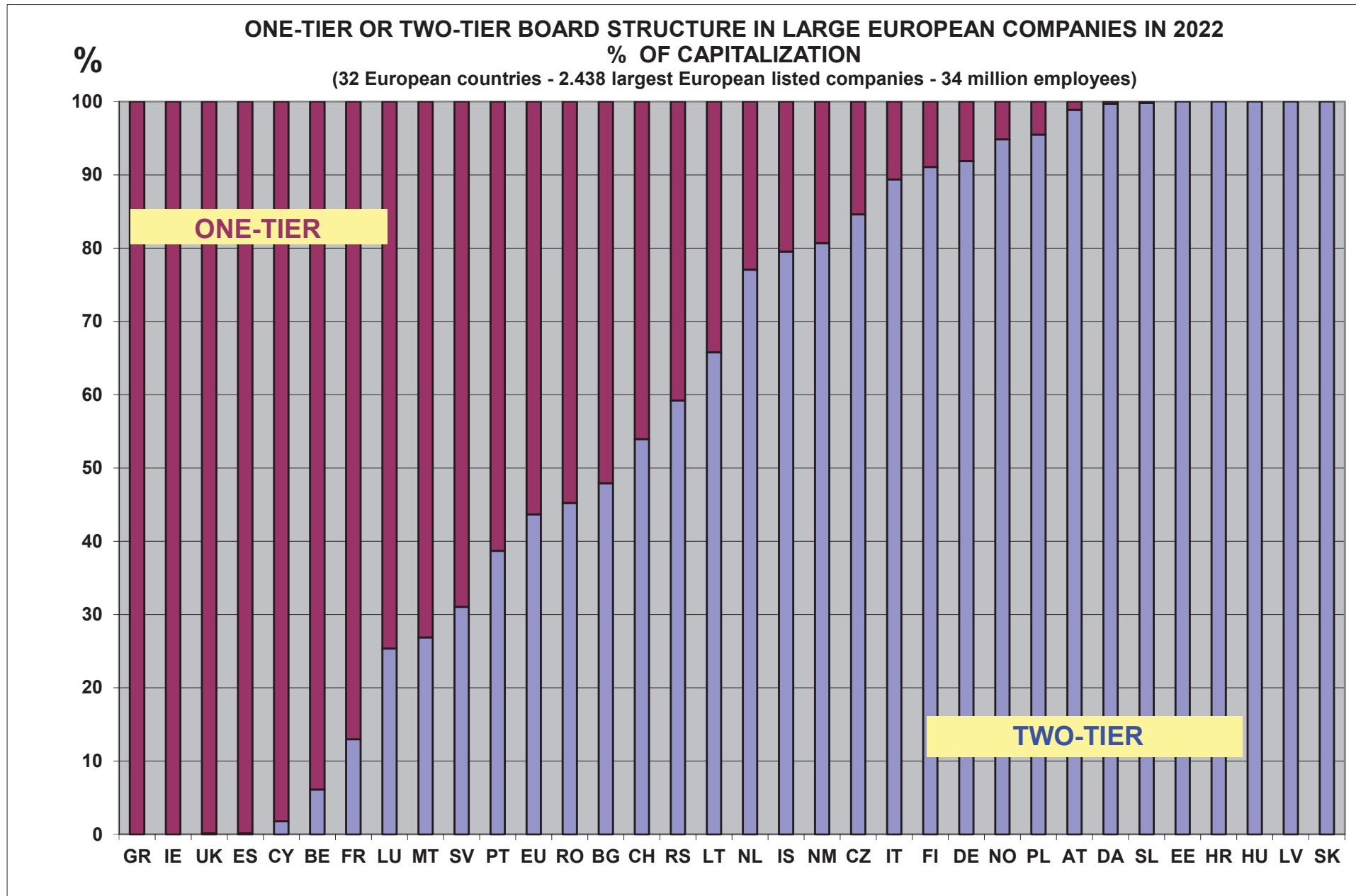


EXECUTIVE OWNERS REPRESENTATION ON BOARDS IN EUROPEAN COMPANIES IN 2022 % OF EMPLOYMENT

(32 European countries - 2.438 largest European listed companies - 34 million employees)







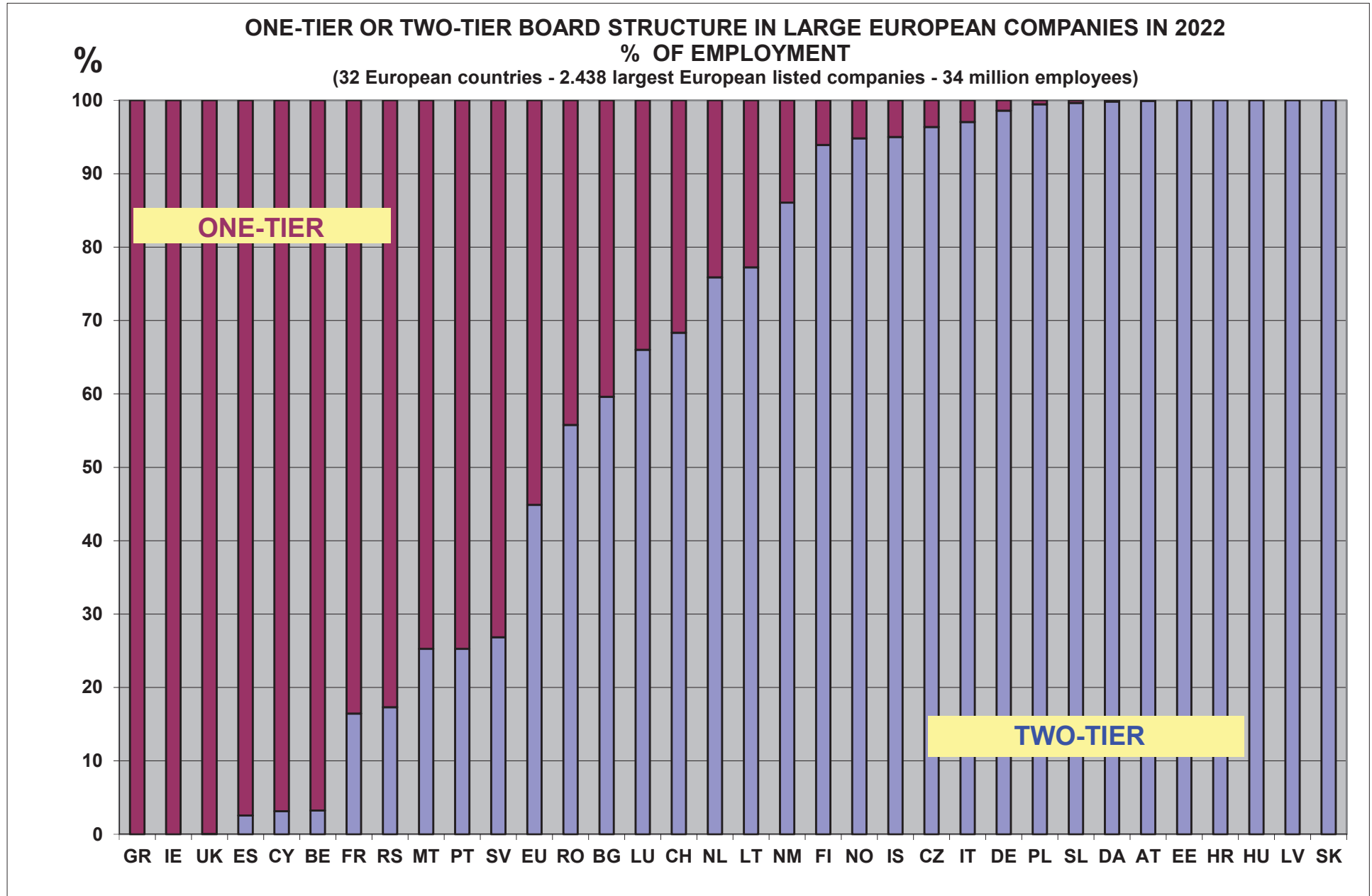


Table 26

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2022																		
(32 European countries - 2.438 largest listed companies - 34 million employees)																		
	% OF COMPANIES						% OF CAPITALIZATION						% OF EMPLOYMENT					
	Companies	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure
AT	100,0	2,6	79,5	12,8	2,6	97,4	100,0	1,2	91,6	3,7	1,1	98,9	100,0	0,4	90,8	7,7	0,1	99,9
BE	100,0	0,0	1,8	21,4	92,9	7,1	100,0	0,0	0,1	5,1	93,9	6,1	100,0	0,0	0,0	6,8	96,8	3,2
BG	100,0	0,0	0,0	33,3	33,3	66,7	100,0	0,0	0,0	52,1	52,1	47,9	100,0	0,0	0,0	40,4	40,4	59,6
CH	100,0	0,0	1,2	9,0	23,4	76,6	100,0	0,0	1,8	2,9	46,0	54,0	100,0	0,0	1,1	3,6	31,7	68,3
CY	100,0	0,0	0,0	0,0	80,0	20,0	100,0	0,0	0,0	0,0	98,2	1,8	100,0	0,0	0,0	0,0	96,8	3,2
CZ	100,0	0,0	28,6	0,0	14,3	85,7	100,0	0,0	69,7	0,0	15,4	84,6	100,0	0,0	72,1	0,0	3,6	96,4
DA	100,0	0,0	66,2	12,2	5,4	94,6	100,0	0,0	90,5	1,5	0,3	99,7	100,0	0,0	84,4	1,3	0,2	99,8
DE	100,0	0,0	58,9	13,3	2,5	97,5	100,0	0,0	79,8	2,6	8,1	91,9	100,0	0,0	91,5	1,9	1,4	98,6
EE	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
ES	100,0	0,0	1,0	15,2	99,0	1,0	100,0	0,0	4,1	6,6	99,9	0,1	100,0	0,0	2,6	10,9	97,4	2,6
FI	100,0	0,0	10,7	7,1	11,9	88,1	100,0	0,0	20,5	0,6	8,9	91,1	100,0	0,0	16,8	0,3	6,1	93,9
FR	100,0	12,9	55,4	26,2	70,8	29,2	100,0	29,7	86,8	4,1	87,0	13,0	100,0	35,5	88,6	6,2	83,6	16,4
GR	100,0	2,6	10,5	39,5	100,0	0,0	100,0	1,7	11,8	21,8	100,0	0,0	100,0	3,3	15,1	25,7	100,0	0,0
HR	100,0	0,0	71,4	7,1	0,0	100,0	100,0	0,0	68,3	5,2	0,0	100,0	100,0	0,0	77,7	10,1	0,0	100,0
HU	100,0	0,0	87,5	12,5	0,0	100,0	100,0	0,0	99,6	0,3	0,0	100,0	100,0	0,0	100,0	1,1	0,0	100,0
IE	100,0	0,0	0,0	3,8	100,0	0,0	100,0	0,0	0,0	0,5	100,0	0,0	100,0	0,0	0,0	0,1	100,0	0,0
IS	100,0	0,0	0,0	20,0	20,0	80,0	100,0	0,0	0,0	31,2	20,5	79,5	100,0	0,0	0,0	35,6	5,0	95,0
IT	100,0	0,0	0,0	31,0	14,1	85,9	100,0	0,0	0,0	11,8	10,6	89,4	100,0	0,0	0,0	8,2	2,9	97,1
LT	100,0	0,0	0,0	12,5	50,0	50,0	100,0	0,0	0,0	2,4	34,2	65,8	100,0	0,0	0,0	14,1	22,7	77,3
LU	100,0	0,0	0,0	17,6	47,1	52,9	100,0	0,0	0,0	32,5	74,7	25,3	100,0	0,0	0,0	9,5	34,0	66,0
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	0,0	0,0	16,7	75,0	25,0	100,0	0,0	0,0	13,2	73,1	26,9	100,0	0,0	0,0	12,1	74,7	25,3
NL	100,0	0,0	5,1	15,2	20,3	79,7	100,0	0,0	1,2	10,4	22,9	77,1	100,0	0,0	3,0	14,4	24,1	75,9
NO	100,0	0,7	44,5	9,5	9,5	90,5	100,0	0,1	84,4	3,9	5,1	94,9	100,0	0,1	70,4	6,7	5,2	94,8
PL	100,0	0,0	9,1	23,2	1,0	99,0	100,0	0,0	8,7	16,7	4,5	95,5	100,0	0,0	20,6	17,3	0,5	99,5
PT	100,0	0,0	0,0	11,5	61,5	38,5	100,0	0,0	0,0	0,6	61,3	38,7	100,0	0,0	0,0	3,6	74,7	25,3
RO	100,0	0,0	0,0	0,0	61,5	38,5	100,0	0,0	0,0	0,0	54,8	45,2	100,0	0,0	0,0	0,0	44,2	55,8
RS	100,0	0,0	0,0	0,0	33,3	66,7	100,0	0,0	0,0	0,0	40,8	59,2	100,0	0,0	0,0	0,0	82,7	17,3
SK	100,0	0,0	100,0	50,0	0,0	100,0	100,0	0,0	100,0	15,8	0,0	100,0	100,0	0,0	100,0	25,5	0,0	100,0
SL	100,0	0,0	90,0	10,0	10,0	90,0	100,0	0,0	99,8	0,2	0,2	99,8	100,0	0,0	99,6	0,4	0,4	99,6
SV	100,0	0,8	36,1	12,4	40,2	59,8	100,0	5,6	64,7	8,7	68,9	31,1	100,0	1,5	81,0	3,3	73,1	26,9
UK	100,0	0,0	0,4	17,4	99,8	0,2	100,0	0,0	0,0	5,5	99,9	0,1	100,0	0,0	0,9	6,1	100,0	0,0
32 COUNTRIES	100,0	1,6	23,9	16,7	47,7	52,3	100,0	5,8	39,4	5,1	56,3	43,7	100,0	8,6	48,8	5,9	55,1	44,9
13 NMS - PL	100,0	0,0	31,9	9,6	30,9	69,1	100,0	0,0	57,3	1,9	19,3	80,7	100,0	0,0	61,7	4,6	13,9	86,1

* "New" Member States except Poland

Table 27

EMPLOYEE REPRESENTATION ON BOARDS AND BOARD STRUCTURE IN EUROPEAN LISTED COMPANIES IN 2022																		
(32 European countries - 2.438 largest listed companies - 34 million employees)																		
	COMPANIES						CAPITALIZATION						EMPLOYMENT					
	Companies	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Capitalization	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure	Employment	Employee shareholders representation on Boards	Employees representation on Boards	Executive owners representation on Boards	One-tier Board structure	Two-tier Board structure
AT	39	1	31	5	1	38	107.041 €	1.234 €	98.058 €	3.999 €	1.215 €	105.826 €	540.355	2.148	490.901	41.479	377	539.978
BE	56	0	1	12	52	4	239.625 €	0 €	351 €	12.337 €	224.971 €	14.654 €	544.853	0	106	36.820	527.266	17.587
BG	6	0	0	2	2	4	895 €	0 €	0 €	466 €	466 €	429 €	16.946	0	0	6.842	6.842	10.104
CH	167	0	2	15	39	128	1.675.626 €	0 €	30.609 €	48.020 €	771.545 €	904.081 €	1.850.614	0	19.896	66.793	586.188	1.264.426
CY	5	0	0	0	4	1	1.551 €	0 €	0 €	0 €	1.524 €	27 €	7.255	0	0	0	7.026	229
CZ	7	0	2	0	1	6	40.248 €	0 €	28.060 €	0 €	6.193 €	34.055 €	49.573	0	35.730	0	1.800	47.773
DA	74	0	49	9	4	70	582.022 €	0 €	526.453 €	8.820 €	1.692 €	580.330 €	879.452	0	742.512	11.753	1.535	877.917
DE	241	0	142	32	6	235	1.996.538 €	0 €	1.592.848 €	51.641 €	162.240 €	1.834.299 €	6.113.213	0	5.596.592	113.944	84.728	6.028.485
EE	8	0	0	0	0	8	4.050 €	0 €	0 €	0 €	0 €	4.050 €	12.801	0	0	0	0	12.801
ES	99	0	1	15	98	1	570.919 €	0 €	23.174 €	37.743 €	570.103 €	817 €	1.892.707	0	49.762	205.361	1.844.168	48.539
FI	84	0	9	6	10	74	270.145 €	0 €	55.318 €	1.564 €	24.129 €	246.016 €	558.537	0	93.976	1.410	33.987	524.550
FR	271	35	150	71	192	79	2.528.438 €	749.979 €	2.195.789 €	102.941 €	2.199.932 €	328.506 €	8.028.169	2.852.380	7.115.066	494.705	6.707.934	1.320.235
GR	38	1	4	15	38	0	54.170 €	932 €	6.381 €	11.784 €	54.170 €	0 €	161.617	5.358	24.382	41.462	161.617	0
HR	14	0	10	1	0	14	13.510 €	0 €	9.224 €	705 €	0 €	13.510 €	53.976	0	41.962	5.460	0	53.976
HU	8	0	7	1	0	8	20.414 €	0 €	20.329 €	67 €	0 €	20.414 €	90.159	0	90.145	991	0	90.159
IE	26	0	0	1	26	0	130.649 €	0 €	0 €	624 €	130.649 €	0 €	285.043	0	0	284	285.043	0
IS	10	0	0	2	2	8	11.800 €	0 €	0 €	3.676 €	2.414 €	9.386 €	21.318	0	0	7.590	1.066	20.252
IT	142	0	0	44	20	122	534.522 €	0 €	0 €	62.998 €	56.700 €	477.822 €	1.202.629	0	0	98.229	35.353	1.167.276
LT	8	0	0	1	4	4	4.462 €	0 €	0 €	108 €	1.526 €	2.936 €	9.382	0	0	1.326	2.133	7.249
LU	17	0	0	3	8	9	69.661 €	0 €	0 €	22.613 €	52.006 €	17.655 €	170.678	0	0	16.240	58.000	112.678
LV	1	0	0	0	0	1	313 €	0 €	0 €	0 €	0 €	313 €	1.011	0	0	0	0	1.011
MT	12	0	0	2	9	3	4.189 €	0 €	0 €	554 €	3.063 €	1.126 €	10.068	0	0	1.220	7.525	2.543
NL	79	0	4	12	16	63	852.006 €	0 €	10.294 €	88.378 €	195.355 €	656.651 €	1.588.742	0	47.736	228.882	383.048	1.205.694
NO	137	1	61	13	13	124	347.921 €	306 €	293.614 €	13.480 €	17.867 €	330.054 €	389.616	318	274.426	26.297	20.163	369.453
PL	99	0	9	23	1	98	109.245 €	0 €	9.504 €	18.244 €	4.899 €	104.346 €	662.842	0	136.495	114.720	3.613	659.229
PT	26	0	0	3	16	10	74.740 €	0 €	0 €	479 €	45.828 €	28.912 €	303.207	0	0	10.909	226.596	76.611
RO	13	0	0	0	8	5	17.643 €	0 €	0 €	0 €	9.665 €	7.977 €	61.733	0	0	0	27.296	34.437
RS	3	0	0	0	1	2	1.843 €	0 €	0 €	0 €	752 €	1.091 €	13.914	0	0	0	11.506	2.408
SK	2	0	2	1	0	2	1.627 €	0 €	1.627 €	258 €	0 €	1.627 €	4.681	0	4.681	1.193	0	4.681
SL	10	0	9	1	1	9	7.405 €	0 €	7.390 €	15 €	15 €	7.390 €	61.609	0	61.386	223	223	61.386
SV	241	2	87	30	97	144	717.807 €	40.159 €	464.259 €	62.169 €	494.904 €	222.903 €	1.847.190	28.587	1.496.440	61.030	1.351.130	496.060
UK	495	0	2	86	494	1	2.655.940 €	0 €	1.263 €	146.796 €	2.652.365 €	3.576 €	6.120.998	0	53.342	373.498	6.118.137	2.861
32 COUNTRIES	2.438	40	582	406	1.163	1.275	13.646.965 €	792.611 €	5.374.545 €	700.478 €	7.686.187 €	5.960.778 €	33.554.887	2.888.791	16.375.537	1.968.661	18.494.299	15.060.588
13 NMS - PL	94	0	30	9	29	65	116.306 €	0 €	66.629 €	2.173 €	22.453 €	93.854 €	379.194	0	233.904	17.255	52.845	326.349

* "New" Member States except Poland

Table 28: Profit-sharing in European listed companies in 2022

	COMPANIES		EMPLOYMENT		CAPITALIZATION	
	Number	%	Million	%	Billion €	%
TOTAL LISTED COMPANIES	2.438	100,0%	33,6	100,0%	13.647 €	100,0%
<u>COMPANIES WITH PROFIT SHARING</u>						
in Europe	359	14,7%	11,0	32,9%	3.685 €	27,0%
idem except France	144	5,9%	3,4	10,2%	1.232 €	9,0%

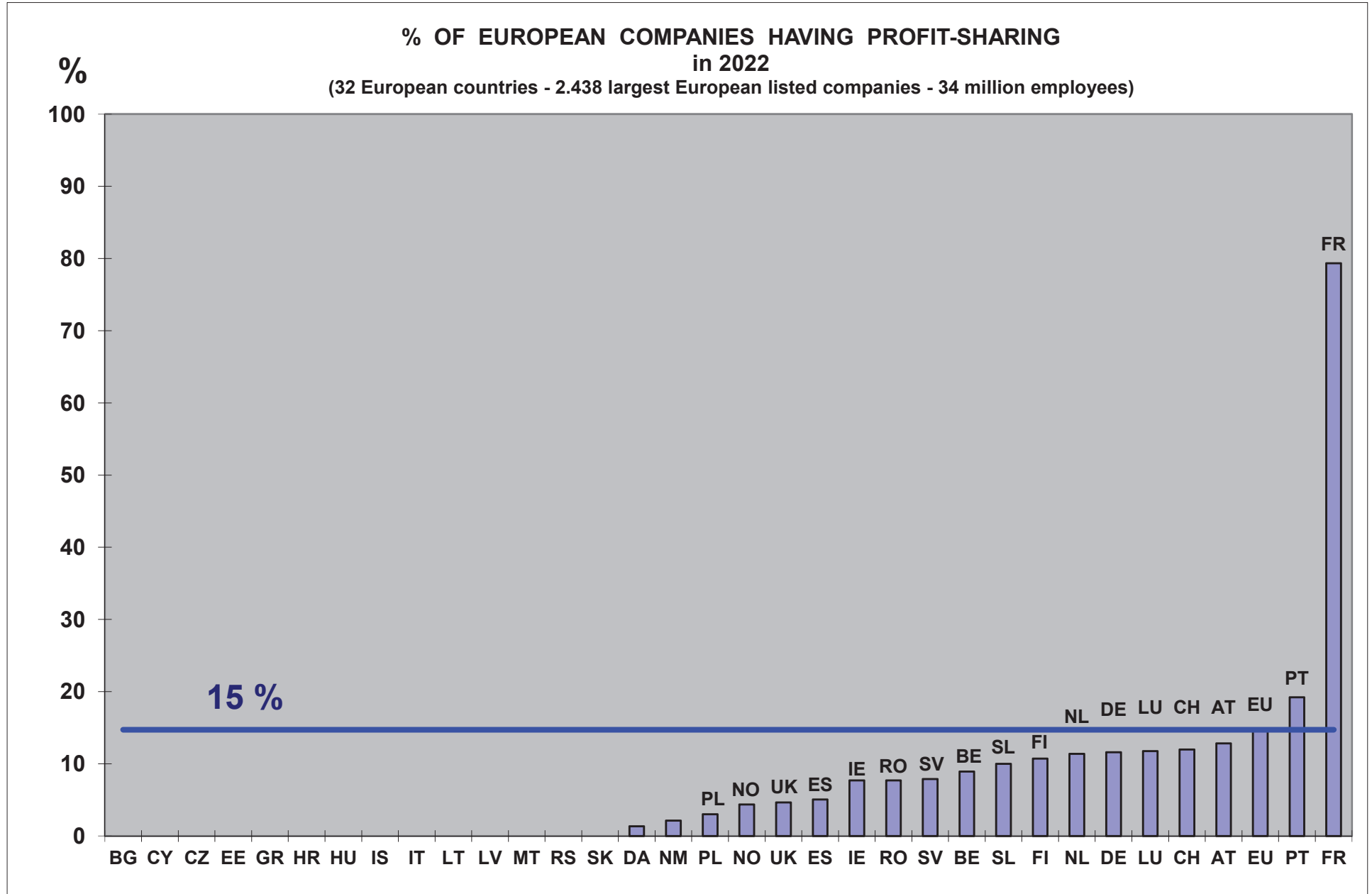
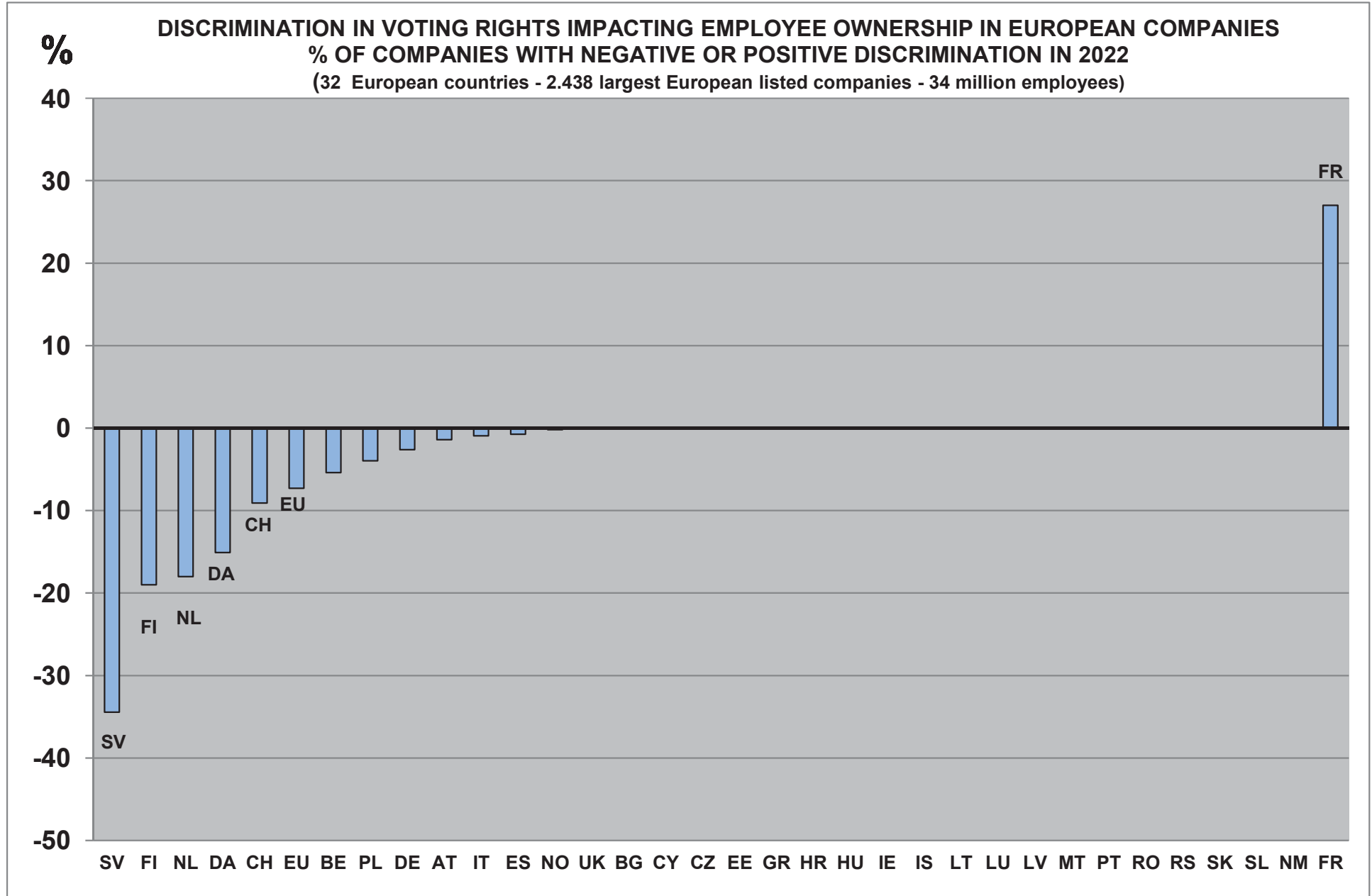


Table 29: Profit-sharing in European countries 2013-2022

PROFIT-SHARING IN EUROPEAN LISTED COMPANIES IN 2022													
Countries	Companies Number 2022	Companies with profit sharing Number 2022	Companies with profit sharing % 2022	Companies with profit sharing % 2021	Companies with profit sharing % 2020	Companies with profit sharing % 2019	Companies with profit sharing % 2018	Companies with profit sharing % 2017	Companies with profit sharing % 2016	Companies with profit sharing % 2015	Companies with profit sharing % 2014	Companies with profit sharing % 2013	Comparison: % Companies having employee share plans 2022
AT	39	5	12,8%	7,7%	10,3%	12,8%	12,8%	12,8%	12,8%	12,8%	12,8%	12,8%	71,8%
BE	56	5	8,9%	8,9%	8,9%	10,7%	8,9%	14,3%	14,3%	16,1%	10,7%	10,7%	83,9%
BG	6	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
CH	167	20	12,0%	12,6%	15,6%	14,4%	13,2%	13,2%	13,8%	12,6%	13,2%	9,6%	90,4%
CY	5	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	80,0%
CZ	7	0	0,0%	14,3%	14,3%	14,3%	14,3%	14,3%	14,3%	14,3%	14,3%	0,0%	100,0%
DA	74	1	1,4%	1,4%	1,4%	1,4%	1,4%	1,4%	2,7%	2,7%	2,7%	2,7%	95,9%
DE	241	28	11,6%	12,4%	12,9%	14,5%	14,1%	12,0%	10,4%	8,7%	8,7%	8,7%	75,1%
EE	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	50,0%
ES	99	5	5,1%	5,1%	5,1%	5,1%	4,0%	4,0%	4,0%	5,1%	4,0%	3,0%	66,7%
FI	84	9	10,7%	11,9%	11,9%	11,9%	10,7%	10,7%	10,7%	10,7%	10,7%	10,7%	97,6%
FR	271	215	79,3%	77,9%	76,4%	75,6%	75,6%	75,3%	75,3%	74,2%	73,8%	74,9%	94,1%
GR	38	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	68,4%
HR	14	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	64,3%
HU	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	12,5%	87,5%
IE	26	2	7,7%	7,7%	7,7%	11,5%	7,7%	7,7%	7,7%	7,7%	7,7%	3,8%	100,0%
IS	10	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	80,0%
IT	142	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,7%	1,4%	0,7%	83,8%
LT	8	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	50,0%
LU	17	2	11,8%	11,8%	11,8%	11,8%	11,8%	11,8%	11,8%	11,8%	11,8%	11,8%	88,2%
LV	1	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
MT	12	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	66,7%
NL	79	9	11,4%	12,7%	13,9%	15,2%	16,5%	13,9%	13,9%	13,9%	12,7%	11,4%	92,4%
NO	137	6	4,4%	4,4%	5,1%	5,1%	4,4%	3,6%	3,6%	4,4%	5,1%	4,4%	90,5%
PL	99	3	3,0%	3,0%	2,0%	2,0%	1,0%	1,0%	1,0%	1,0%	1,0%	1,0%	65,7%
PT	26	5	19,2%	19,2%	23,1%	23,1%	23,1%	23,1%	11,5%	7,7%	7,7%	7,7%	46,2%
RO	13	1	7,7%	15,4%	7,7%	0,0%	23,1%	23,1%	23,1%	15,4%	7,7%	7,7%	30,8%
RS	3	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
SK	2	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
SL	10	1	10,0%	10,0%	20,0%	20,0%	20,0%	20,0%	20,0%	20,0%	10,0%	10,0%	30,0%
SV	241	19	7,9%	7,9%	7,9%	7,5%	7,9%	7,5%	7,5%	6,6%	7,5%	7,5%	90,9%
UK	495	23	4,6%	5,3%	5,1%	5,5%	5,3%	4,8%	5,1%	5,1%	5,1%	3,8%	99,4%
32 COUNTRIES	2.438	359	14,7%	14,9%	15,1%	15,2%	15,0%	14,6%	14,5%	14,1%	14,0%	13,4%	86,5%
13 NMS - PL (*)	94	2	2,1%	4,3%	4,3%	3,2%	6,4%	6,4%	6,4%	5,3%	3,2%	3,2%	53,2%

(*) "New" Member States except Poland



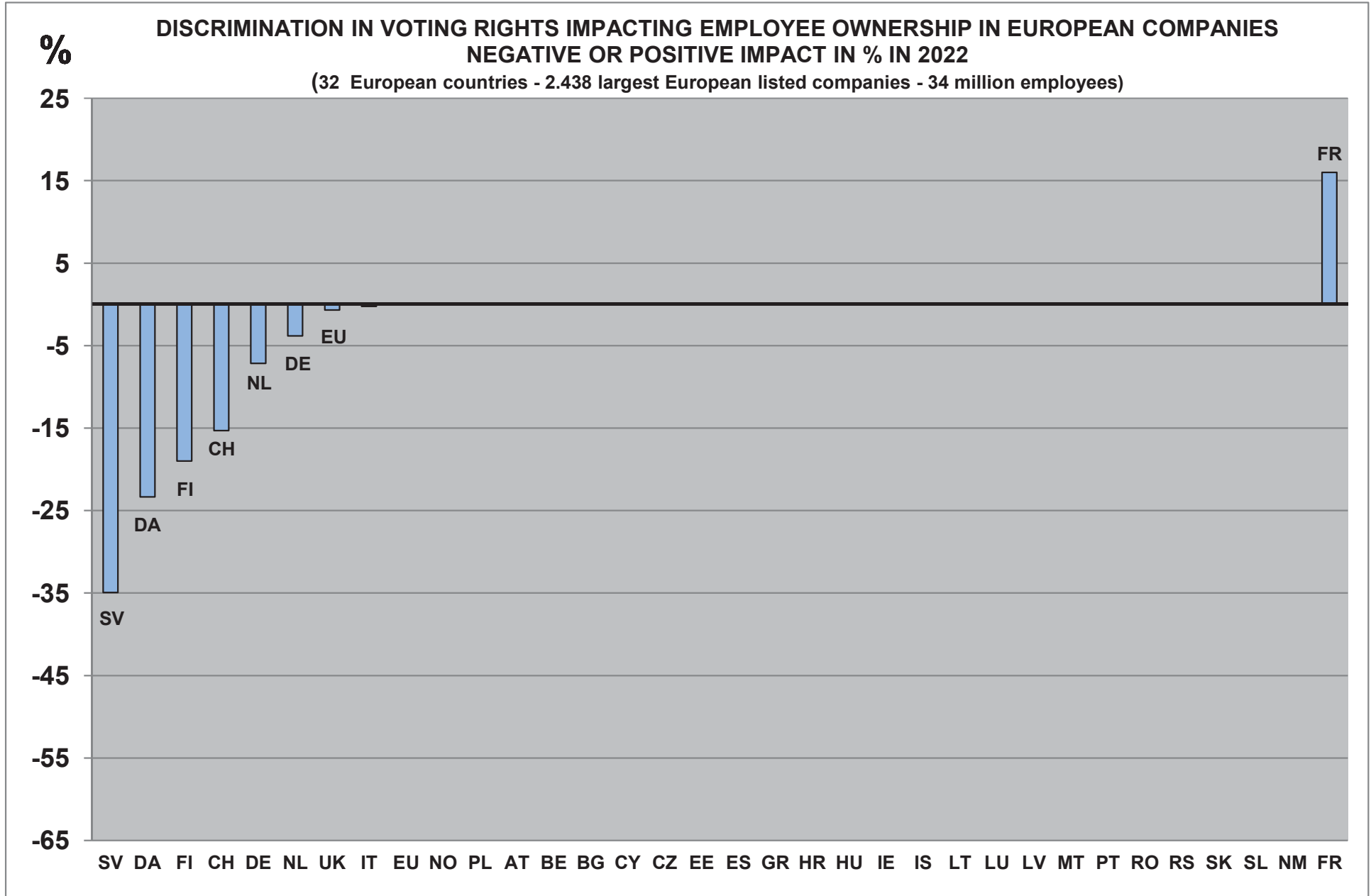


Table 30: Discriminations in voting rights impacting employee share ownership in Europe in 2022

DISCRIMINATIONS IN VOTING RIGHTS IMPACTING EMPLOYEE SHARE OWNERSHIP IN EUROPE IN 2022								
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	39	0	0%	0	0%	0%	0	0
BE	56	0	0%	3	5%	0%	0	14.236
BG	6	0	0%	0	0%	0%	0	0
CH	167	1	1%	15	9%	-15%	31.444	184.128
CY	5	0	0%	0	0%	0%	0	0
CZ	7	0	0%	0	0%	0%	0	0
DA	74	0	0%	11	15%	-23%	0	224.296
DE	241	0	0%	7	3%	-7%	0	213.024
EE	8	0	0%	0	0%	0%	0	0
ES	99	0	0%	1	1%	0%	0	23.234
FI	84	0	0%	15	18%	-19%	0	152.036
FR	271	73	27%	19	7%	+16%	4.266.963	128.822
GR	38	0	0%	0	0%	0%	0	0
HR	14	0	0%	0	0%	0%	0	0
HU	8	0	0%	0	0%	0%	0	0
IE	26	0	0%	0	0%	0%	0	0
IS	10	0	0%	0	0%	0%	0	0
IT	142	0	0%	2	1%	0%	0	2.961
LT	8	0	0%	0	0%	0%	0	0
LU	17	0	0%	0	0%	0%	0	0
LV	1	0	0%	0	0%	0%	0	0
MT	12	0	0%	0	0%	0%	0	0
NL	79	2	3%	15	19%	-4%	61.252	205.170
NO	137	0	0%	1	1%	0%	0	6.553
PL	99	0	0%	4	4%	0%	0	7.968
PT	26	0	0%	0	0%	0%	0	0
RO	13	0	0%	0	0%	0%	0	0
RS	3	0	0%	0	0%	0%	0	0
SK	2	0	0%	0	0%	0%	0	0
SL	10	0	0%	0	0%	0%	0	0
SV	241	1	0%	83	34%	-35%	1.714	1.201.776
UK	495	0	0%	2	0%	-1%	0	8.681
32 COUNTRIES	2.438	77	3%	178	7%	0%	4.361.373	2.372.885
13 NMS - PL (*)	94	0	0%	0	0%	0%	0	0

(*) "New" Member States except Poland

LES ENTREPRISES COTÉES
ET
LES ENTREPRISES NON-COTÉES
DÉTENUES MAJORITAIREMENT
PAR LES SALARIÉS

ENTREPRISES COTEES ET ENTREPRISES NON-COTEES CONTROLEES PAR LES SALARIES

- Il a parfois été affirmé que les entreprises non-cotées contrôlées par leurs salariés auraient mieux résisté à la crise financière européenne en 2008 que les entreprises cotées en bourse.

Grâce à la base de données EFES, on dispose d'une information pratiquement exhaustive sur toutes les entreprises cotées européennes et sur presque toutes les grandes entreprises non-cotées contrôlées majoritairement par leurs salariés en Europe.

La comparaison systématique des deux groupes apporte une information plus complète sur la résilience supposée des unes et des autres.

- Une forte dynamique de l'actionnariat salarié peut être observée dans les grandes entreprises cotées européennes depuis le milieu des années 1980 (Graphique 61).
- Le groupe des entreprises majoritairement contrôlées par leurs salariés est minuscule en Europe, comparé au groupe des entreprises cotées en bourse (Graphique 62).
- Seuls quelques pays comptent un nombre significatif de grandes entreprises contrôlées majoritairement par leurs salariés,- par grandes entreprises on entend ici celles qui occupent 100 personnes ou plus (Graphique 63). La même remarque vaut pour l'emploi dans ces entreprises (Graphique 64) et pour leur capitalisation (Graphique 65).

Parmi celles-ci, le nombre de coopératives de salariés a fortement augmenté en 2022, du fait de l'identification de 251 entreprises majoritairement détenues par leurs salariés parmi les "coopératives sociales" italiennes.

- La comparaison systématique des deux groupes d'entreprises de 2006 à 2022 est décrite dans les Graphiques 66-69.
- La Grande Bretagne et la France sont les seuls pays où apparaît depuis peu une dynamique positive du secteur des grandes entreprises majoritairement contrôlées par les salariés, la Grande Bretagne dépassant pour la première fois la France en 2020.

Le nombre des grandes entreprises de ce type est passé en Grande Bretagne de 36 en 2014 à 186 en 2022 (Table 32). Cela résulte principalement de l'introduction de la formule de l'actionnariat salarié collectif sous forme de *Employee Ownership Trust* depuis 2014.

En France, cette dynamique est plutôt due à la multiplication d'opérations de reprises combinées d'entreprises par les dirigeants et les salariés (Management et Employee Buy-Outs).

- Le nombre de grandes coopératives de salariés est en déclin partout en Europe, tandis qu'au contraire, les autres formules d'actionnariat salarié sont en expansion (Table 32).

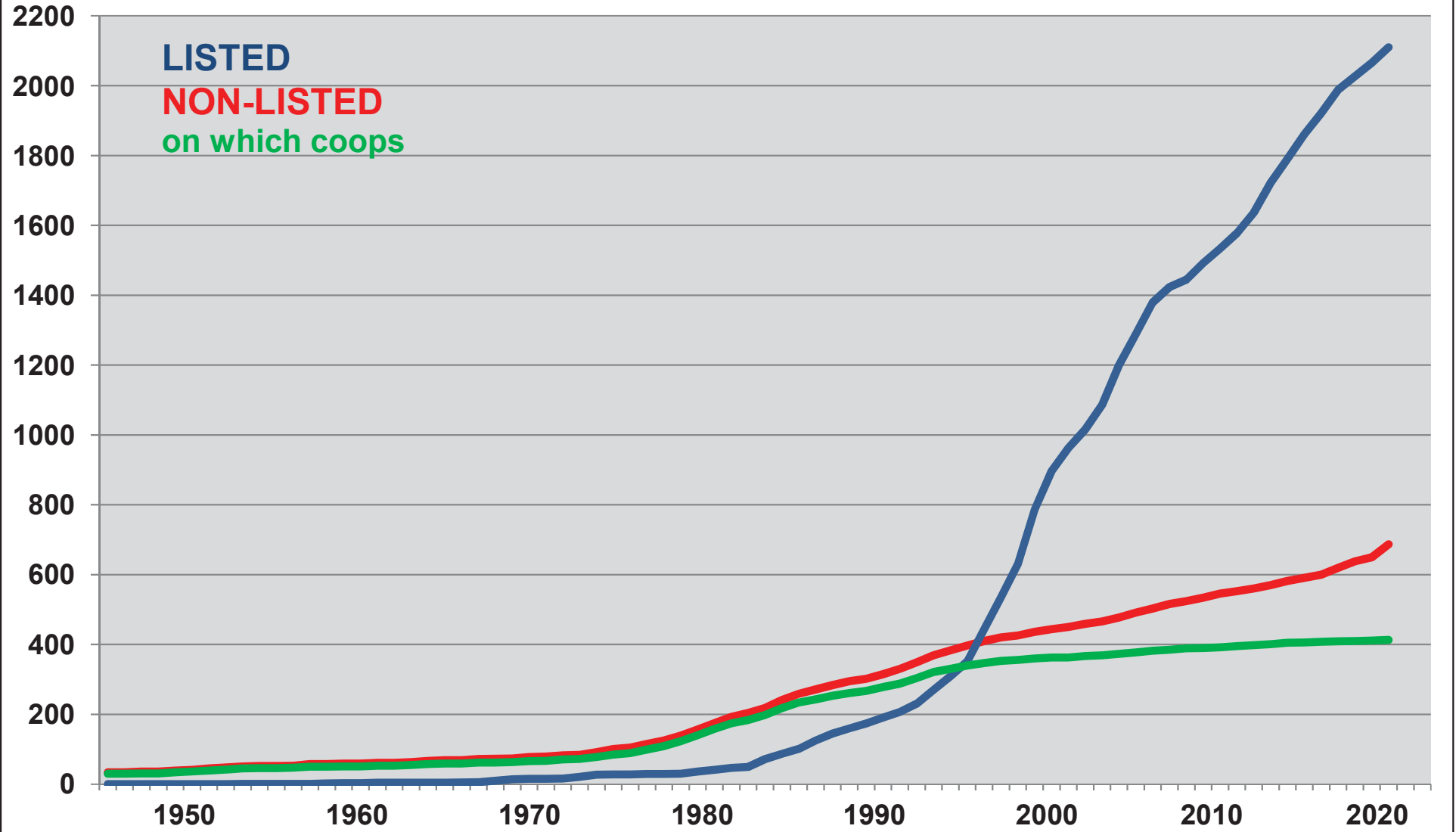
Table 31: Employee share ownership in listed companies
and in majority-employee-owned non-listed companies in 2022

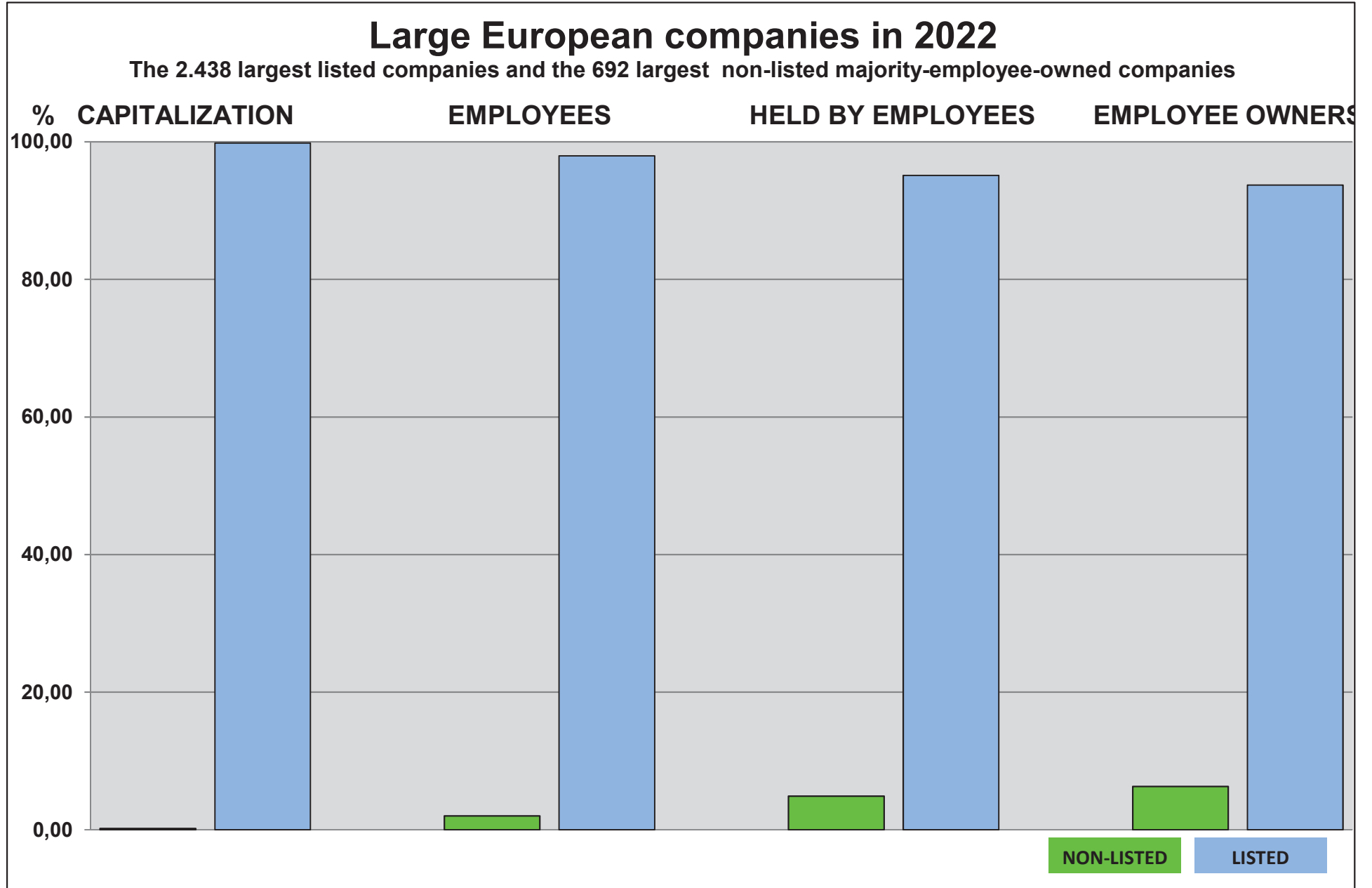
		Largest European majority-employee- owned non-listed companies	Largest European listed companies
Companies	(number)	692	2.438
Employees	(number)	697.000	33.555.000
Employee owners	(number)	422.000	6.278.000
Democratization rate of employee share ownership	(%)	60,5%	18,7%
Capitalization	(billion Euro)	25,4 €	13.647,0 €
Capitalization held by all employees	(billion Euro)	21,8 €	423,9 €

Large European companies having employee share plans in 2022

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

32 European countries - 2.491 companies (692 non-listed employee-owned + 2.110 listed)

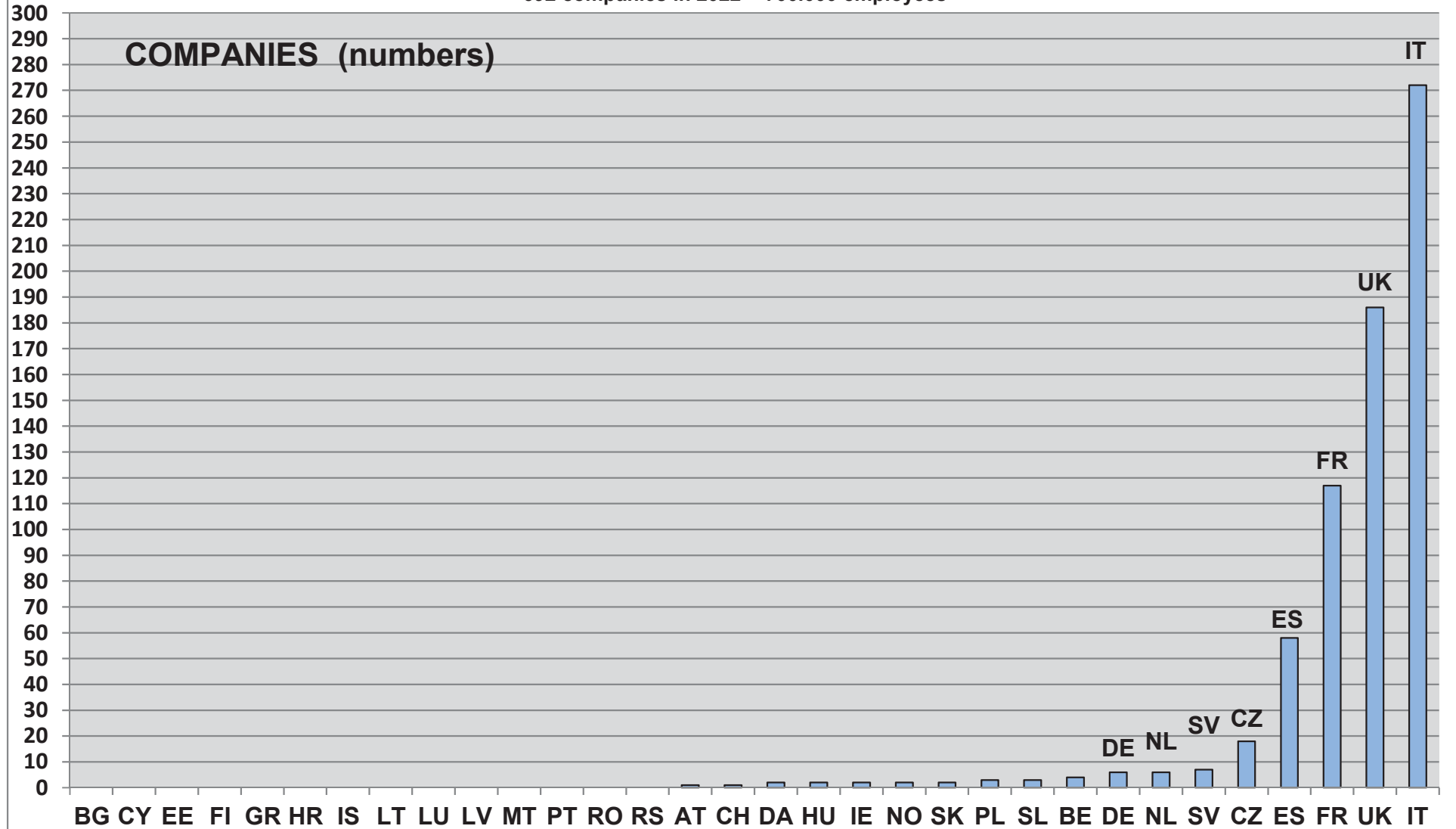




NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 persons or more

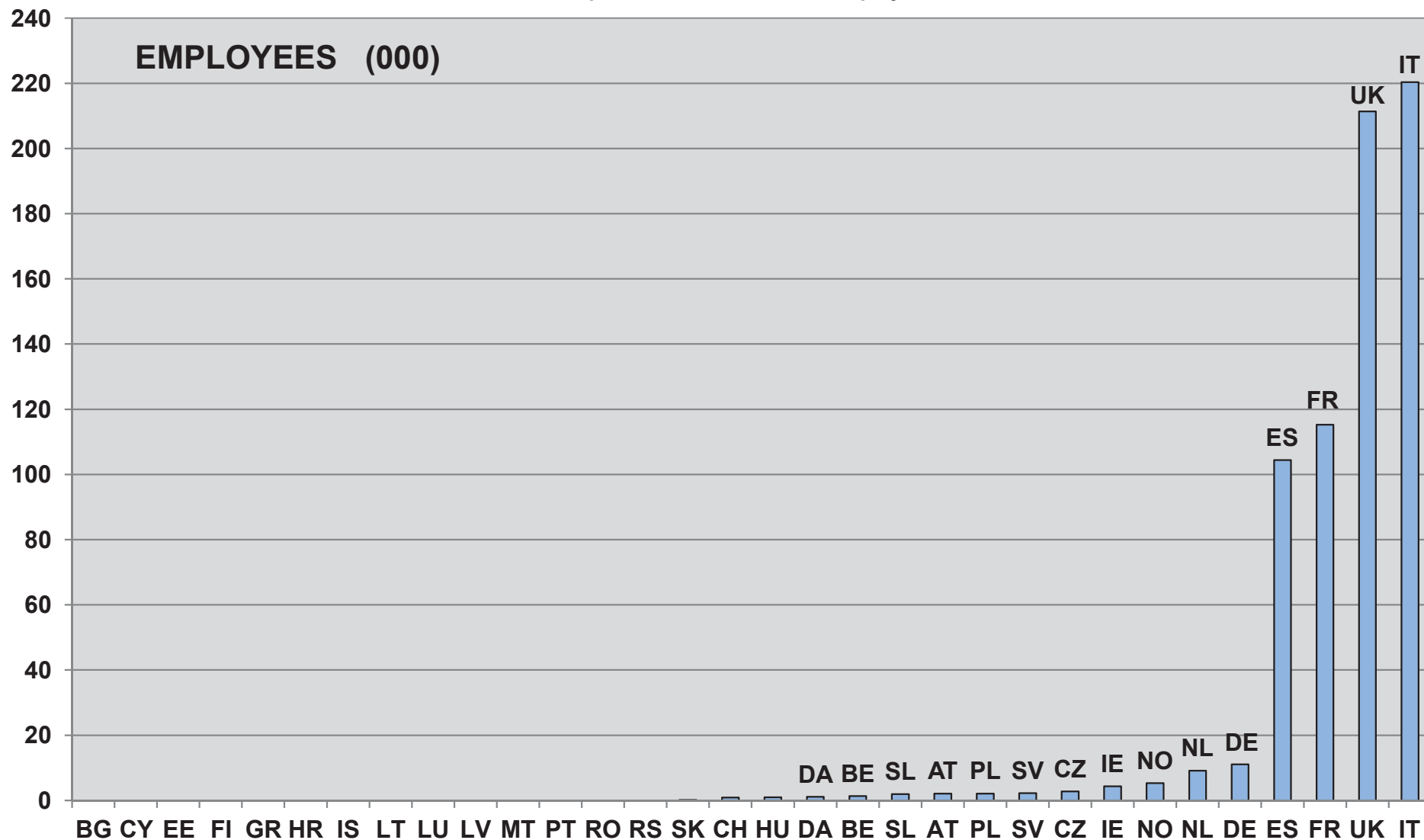
692 companies in 2022 - 700.000 employees



NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 persons or more

383 companies in 2021 - 500.000 employees



NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES IN EUROPEAN COUNTRIES

All workers cooperatives, sociedades laborales and others in Europe employing 100 persons or more
692 companies in 2022 - 700.000 employees

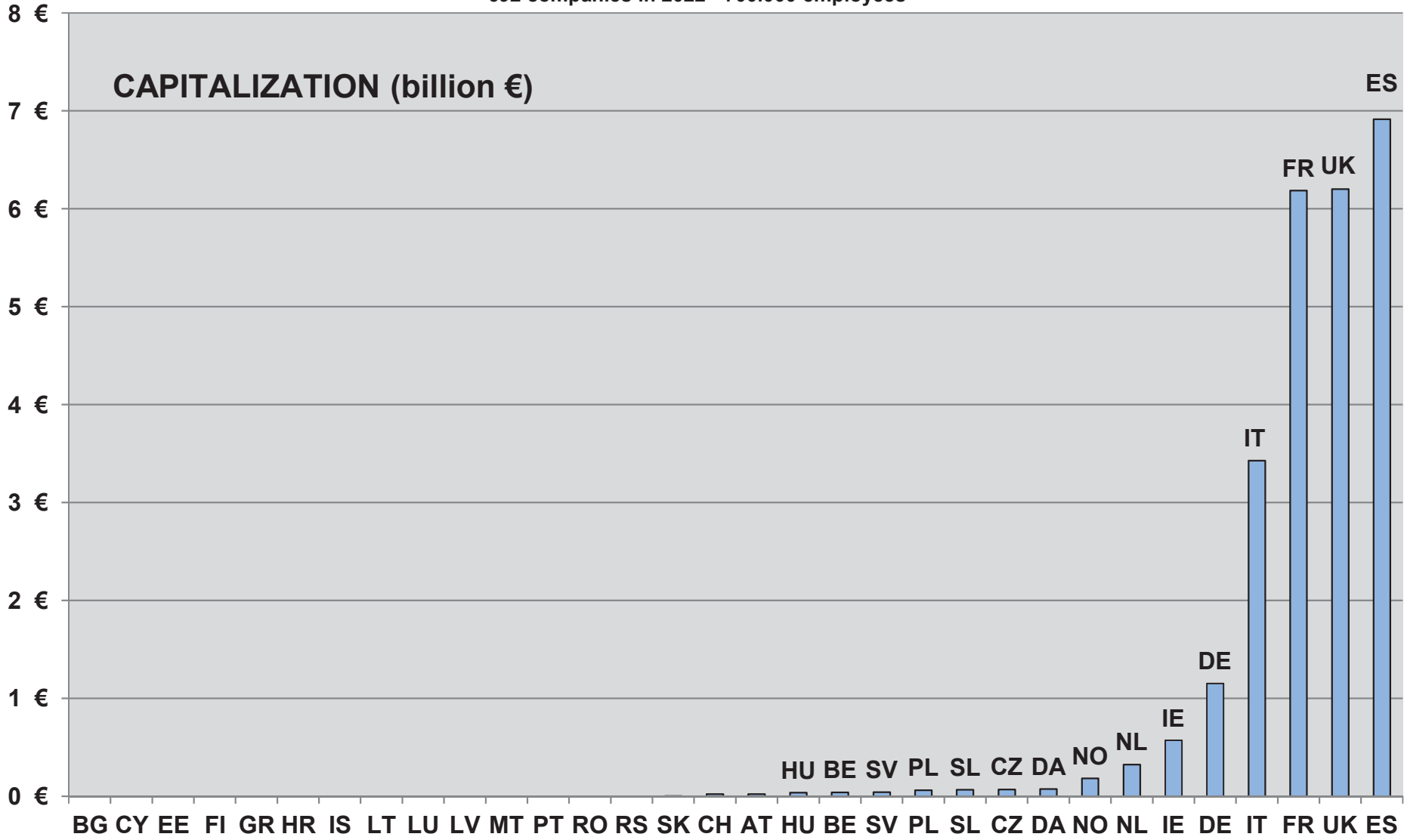


Table 32: Majority-employee-owned non-listed companies in the EFES database

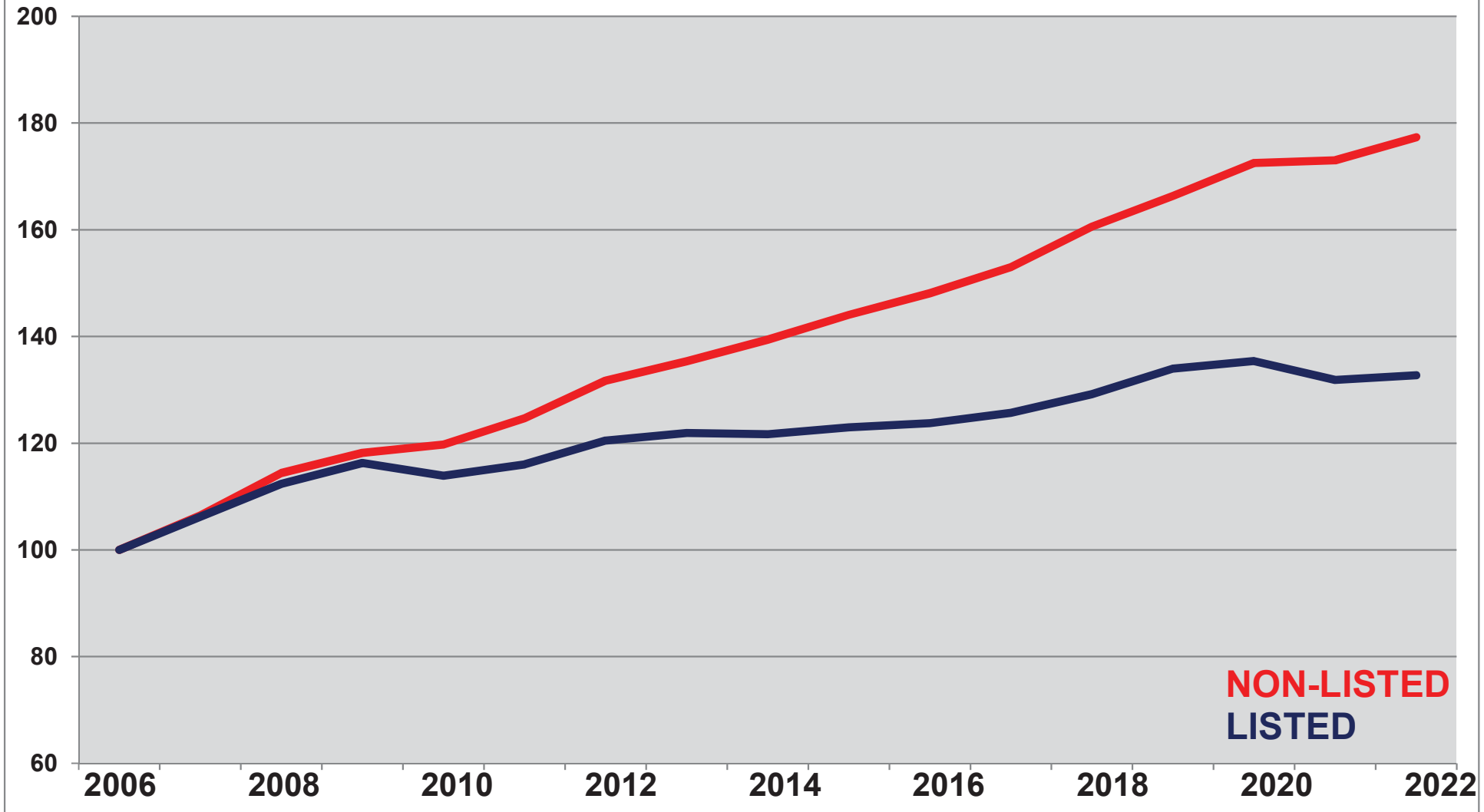
Countries	Companies (number)												
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
AT - Austria	1	1	1	1	1	1	1	1	1	1	0	1	1
BE - Belgium	4	3	3	1	1	1	1	1	0	0	0	0	0
BG - Bulgaria	0	0	0	0	1	1	1	1	2	2	2	2	2
CH - Switzerland	1	1	1	1	0	0	0	0	0	0	0	0	0
CY - Cyprus	0	0	0	0	0	0	0	0	0	0	0	0	0
CZ - Czech Republic	18	18	18	19	20	22	24	24	24	24	25	26	26
DA - Denmark	2	1	1	0	0	0	0	0	0	0	0	1	1
DE - Germany	6	6	5	5	4	4	4	4	4	4	3	2	2
EE - Estonia	0	0	0	0	0	0	0	0	0	0	0	0	0
ES - Spain	58	57	54	55	56	59	65	68	69	68	59	60	63
FI - Finland	0	0	0	0	0	0	0	0	0	0	0	0	0
FR - France	117	114	114	109	103	103	94	97	90	89	83	81	80
GR - Greece	0	0	0	0	0	0	0	0	0	0	0	0	0
HR - Croatia	0	0	0	0	0	0	0	0	0	0	0	0	0
HU - Hungary	2	2	2	2	2	2	2	4	7	8	9	9	9
IE - Ireland	2	2	1	1	1	0	0	0	0	1	1	1	1
IS - Iceland	0	0	0	0	0	0	0	0	0	0	0	0	0
IT - Italy	272	21	24	26	29	29	30	33	33	36	37	35	34
LT - Lithuania	0	0	0	0	0	0	0	0	0	0	0	0	0
LU - Luxemburg	0	0	0	0	0	0	0	0	0	0	0	0	0
LV - Latvia	0	0	0	0	0	0	0	0	0	0	0	0	0
MT - Malta	0	0	0	0	0	0	0	0	0	0	0	0	0
NL - Netherlands	6	6	6	6	5	4	3	4	4	4	4	2	2
NO - Norway	2	2	2	2	2	1	1	1	1	1	0	0	0
PL - Poland	3	3	3	3	3	3	3	3	3	3	3	3	3
PT - Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0
RO - Romania	0	0	0	0	0	0	0	0	0	0	0	0	0
RS - Serbia	0	0	0	0	0	0	0	0	0	0	0	0	0
SK - Slovakia	2	2	2	2	2	2	2	2	2	2	3	3	3
SL - Slovenia	3	3	3	3	3	5	5	5	6	6	7	7	8
SV - Sweden	7	5	5	5	5	0	0	0	0	0	0	0	0
UK - United Kingdom	186	136	118	90	80	66	63	55	36	37	35	36	36
32 COUNTRIES	692	383	363	331	318	303	299	303	282	286	271	269	271
New Member States (except PL)	25	25	25	26	28	32	34	36	41	42	46	47	50

Countries	On which workers' co-operatives (number)									
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
CZ - Czech Republic	18	18	18	19	20	22	24	24	24	24
ES - Spain	42	42	40	41	41	44	47	48	48	43
FR - France	73	72	73	74	73	78	78	80	76	76
IT - Italy	272	21	24	26	29	29	30	33	33	36
UK - United Kingdom	6	6	5	3	3	3	3	2	3	3
32 COUNTRIES	415	163	165	168	172	182	188	193	191	189
New Member States (except PL)	20	20	20	21	23	25	27	27	28	28

Countries	On which non-co-operatives (number)									
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
32 COUNTRIES	277	220	198	163	146	121	111	110	91	97

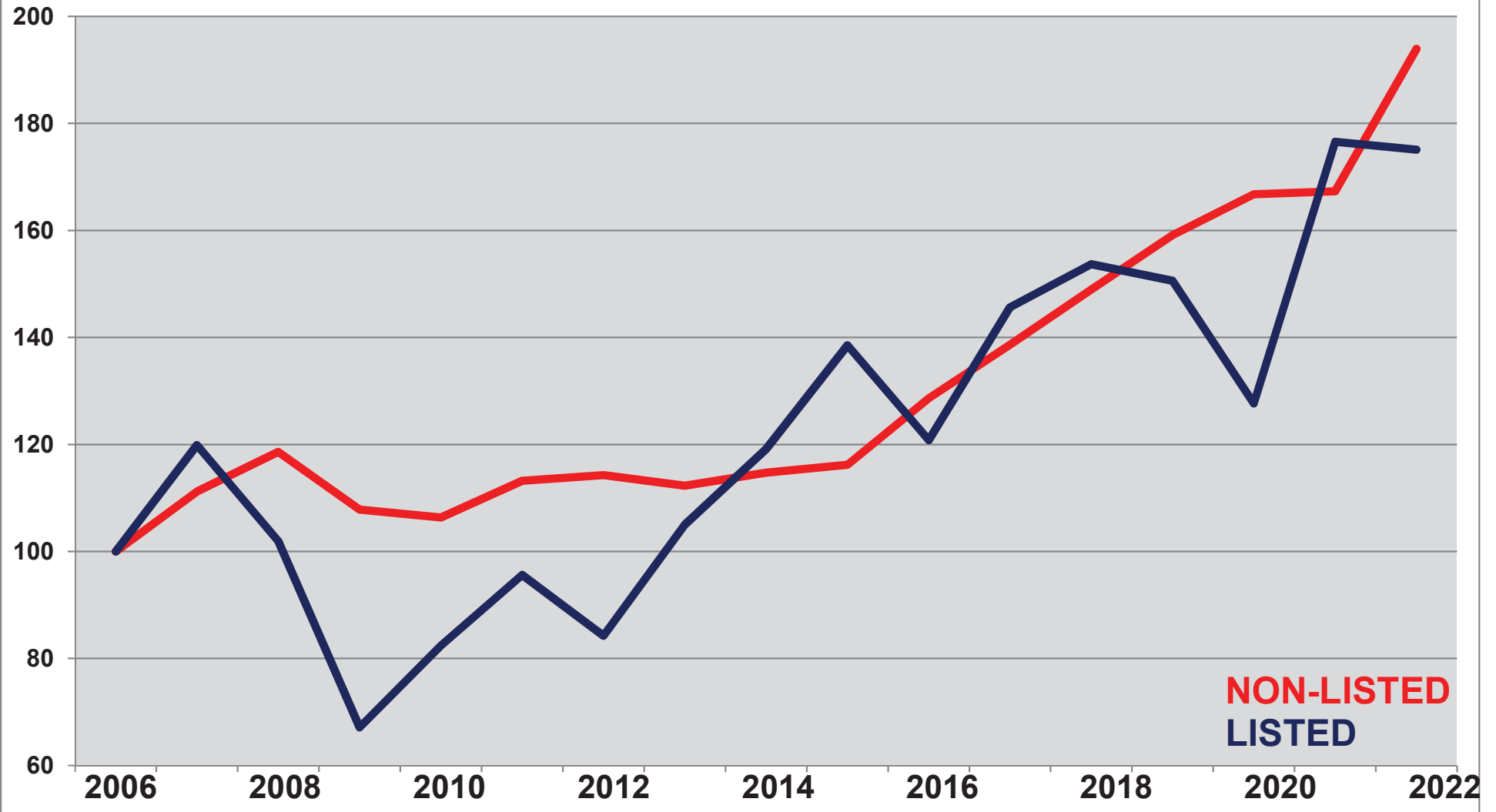
Comparing listed and employee-owned non-listed companies Employment in large European companies 2006-2022 (2006=100)

The 2.438 largest listed companies and the 692 largest majority-employee-owned non-listed companies



Comparing listed and employee-owned non-listed companies Capitalization of European companies 2006-2022 (2006=100)

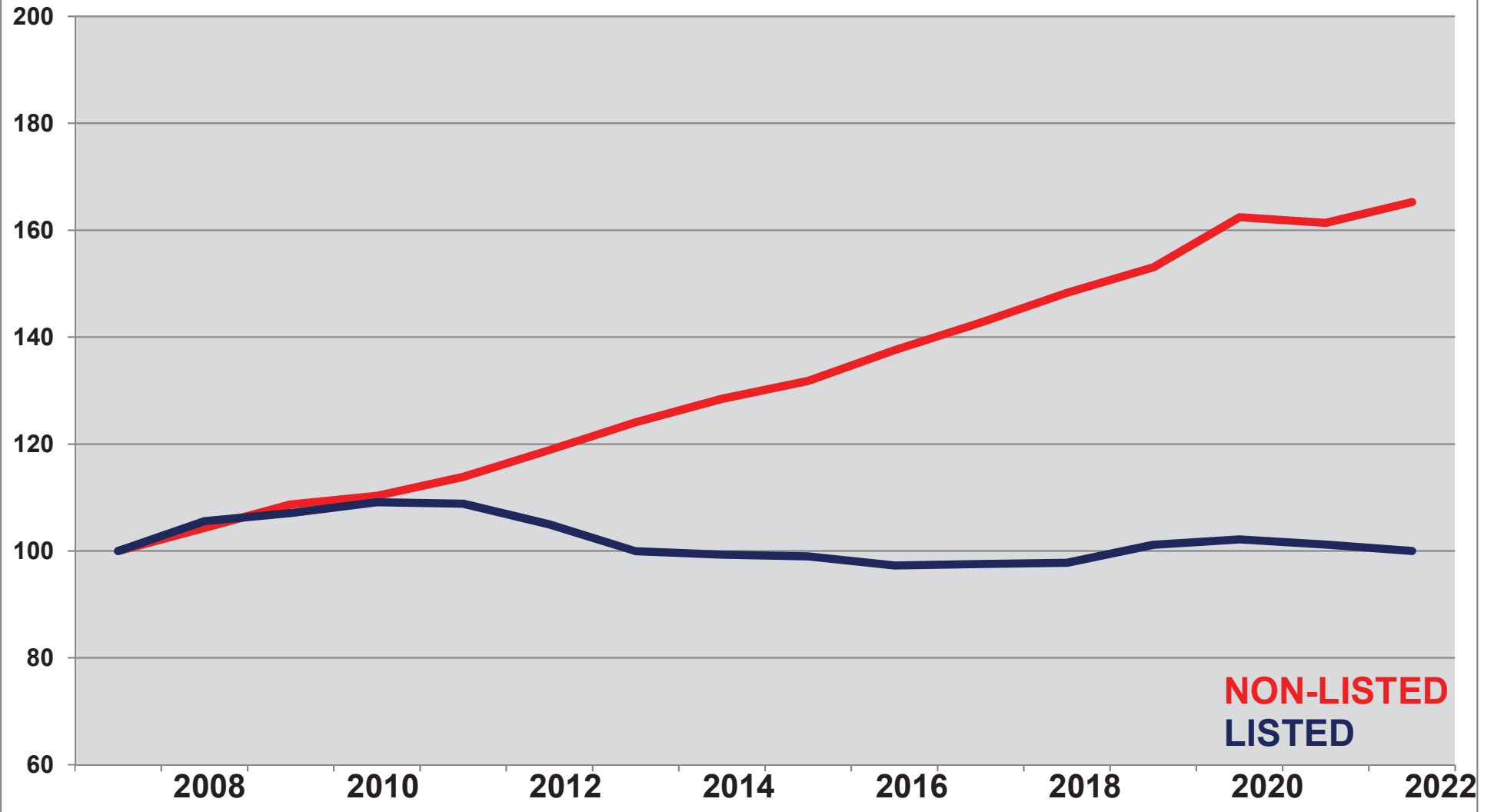
The 2.438 largest listed companies and the 692 largest majority-employee-owned non-listed companies



Comparing listed and employee-owned non-listed companies

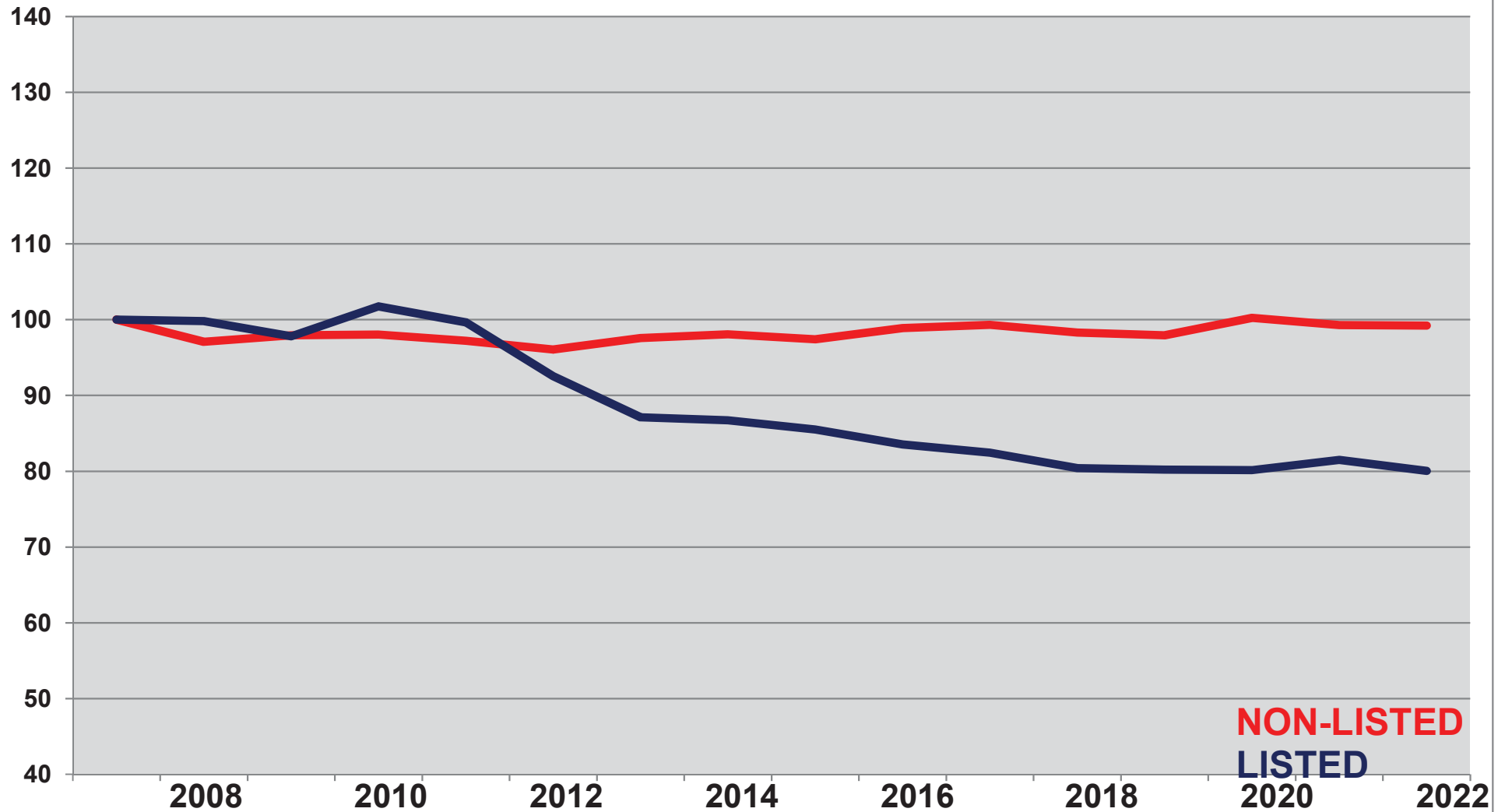
Employee owners in large European companies 2007-2022 (2007=100)

The 2.438 largest listed companies and the 692 largest majority-employee-owned non-listed companies



Comparing listed and employee-owned non-listed companies Democratization rate of employee ownership 2007-2028 (2007=100)

The 2.438 largest listed companies and the 692 largest majority-employee-owned non-listed companies



NON-LISTED
LISTED

LE CONTRÔLE ACTIONNARIAL
DES GRANDES ENTREPRISES
EUROPEENNES

LE CONTROLE ACTIONNARIAL DES ENTREPRISES COTEES EUROPEENNES

- L'information contenue dans la base de données EFES est pratiquement exhaustive pour les entreprises cotées européennes, sachant que les 2.438 entreprises dans la base de données représentent 35% de toutes les sociétés cotées européennes en 2022 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), et elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi. La base de données contient l'information sur l'existence ou non d'un actionnaire de contrôle et la part qu'il détient dans chaque entreprise. L'actionnaire de contrôle s'entend comme la personne qui détient 25% ou plus, en termes de capital ou de votes. Un actionnaire de contrôle est présent dans 55% de toutes les grandes entreprises cotées européennes en 2022. Ces entreprises représentent 45% de toute la capitalisation boursière, ce qui signifie que la présence d'un actionnaire de contrôle est plus fréquente dans les entreprises de plus petite taille ([Table 33](#)).

Huit catégories d'actionnaire de contrôle sont identifiées: dirigeant exécutif, investisseur financier privé, famille, fondation, investisseur industriel, fondateurs, état, salariés.
- Le développement de l'actionnariat salarié est fortement influencé par l'existence ou non d'un actionnaire de contrôle ([Graphique 70](#)). Le graphique mesure le développement de l'actionnariat salarié par le taux de démocratisation de celui-ci (la proportion d'actionnaires salariés dans l'ensemble des salariés).
- Au cours des dernières années, le poids des familles, des investisseurs financiers privés et des dirigeants exécutifs a eu tendance à décliner en tant qu'actionnaires de contrôle, tandis que les entreprises sans actionnaire de contrôle ont gagné en proportion de 40% en 2015 à 45% en 2022 ([Graphique 71](#)).

Ces changements reflètent le fait que l'âge moyen de la population des grandes entreprises cotées européennes a tendance à augmenter. En effet, au long de la vie d'une entreprise, la part détenue par les fondateurs et les dirigeants-propriétaires est plus importante au début, avant de céder la place aux familles et aux investisseurs financiers, et finalement aux investisseurs industriels.
- De manière générale, l'existence d'un actionnaire de contrôle apparaît comme un facteur négatif pour le développement de l'actionnariat salarié. Trois exceptions: l'actionnariat salarié est plus développé dans les entreprises sous contrôle public ou sous contrôle des fondateurs, et le taux de démocratisation de l'actionnariat salarié est le plus élevé (75%) dans les entreprises où les salariés sont l'actionnaire de contrôle.

Quand l'actionnaire de contrôle est un dirigeant exécutif, le taux de démocratisation de l'actionnariat salarié n'est que de 5% en moyenne. Il est relativement faible (de 9 à 13%) quand l'actionnaire de contrôle est une fondation, une famille, ou un investisseur privé ([Table 33](#)).

Dans ce sens, un contrôle "négatif" pour l'actionnariat salarié peut être observé lorsque l'actionnaire de contrôle est un dirigeant exécutif, une fondation, une famille ou un investisseur financier privé. Par contre, le contrôle est "positif" pour l'actionnariat salarié en absence d'actionnaire de contrôle ou lorsqu'il s'agit de l'Etat, des fondateurs ou des salariés eux-mêmes.
- Tous les pays européens peuvent être comparés aux autres en fonction du poids relatif du contrôle "positif" ([Graphique 72](#)) ou "négatif" ([Graphique 73](#)) de leurs entreprises. L'Italie, par exemple, n'est pas loin du sommet pour le contrôle négatif, et elle n'est pas loin du fond pour le contrôle positif. Dans les deux cas, les obstacles sont donc particulièrement forts en Italie, contre le développement de l'actionnariat salarié.
- Le poids relatif de l'actionnariat de contrôle familial dans chaque pays européen, celui du contrôle public et celui des entreprises sans actionnaire de contrôle sont décrits aux [Graphes 74-76](#). **Le contrôle familial des grandes entreprises cotées est particulièrement important en Belgique, France, Italie et Portugal.** Le contrôle d'Etat reste prégnant dans beaucoup des "nouveaux" Etats membres de l'Union européenne.
- Enfin, l'absence d'actionnaire de contrôle est typique au Royaume Uni, en Irlande et chez les nordiques, alors que cela reste exceptionnel chez les "nouveaux" membres de l'UE.

Democratization rate of employee share ownership in large European companies in relation with the existence of a controlling shareholder in 2022

(32 European countries - 2.438 largest European listed companies - 34 million employees)

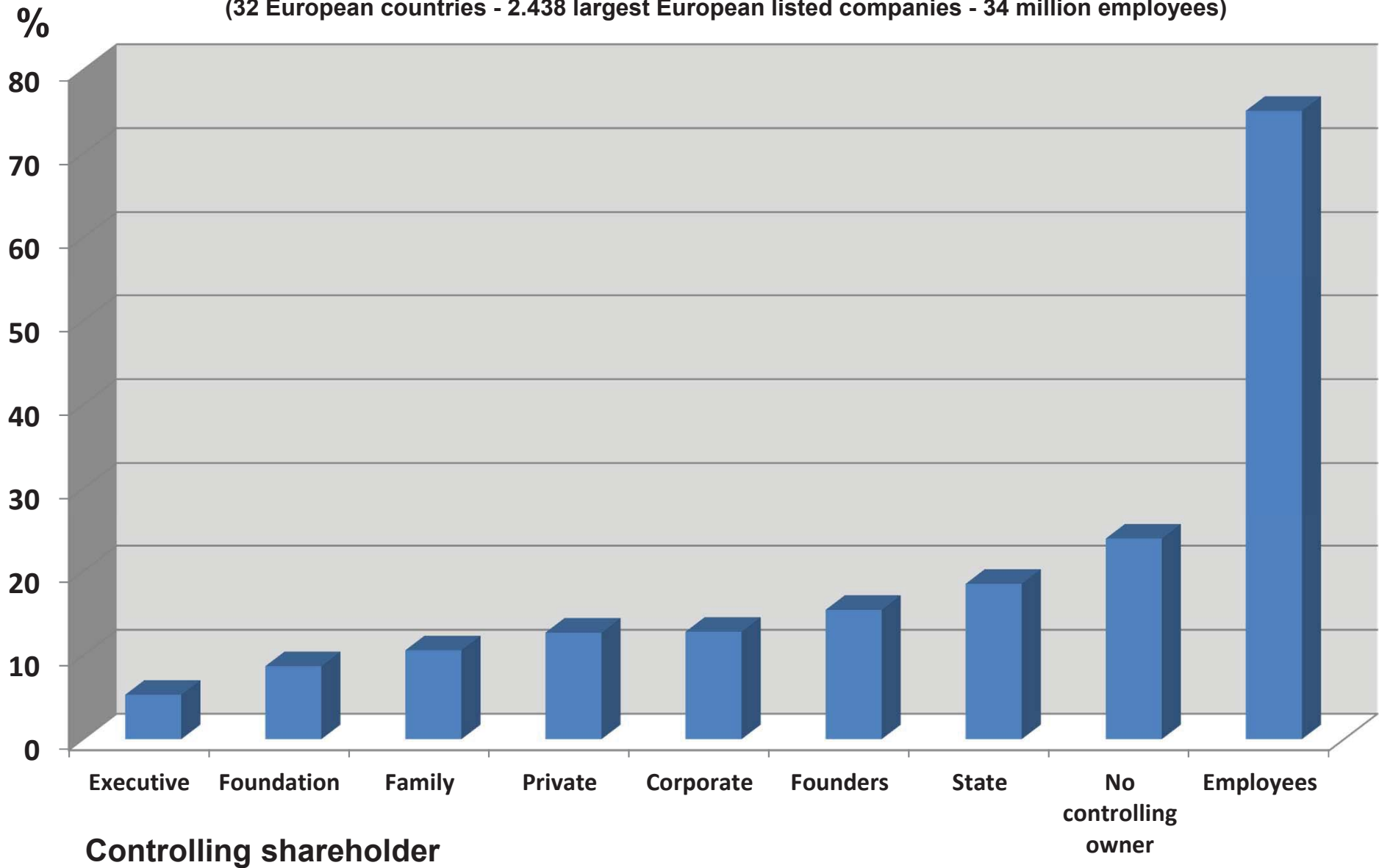


Table 33: Democratization of employee share ownership and ownership control of European listed companies in 2022

Controlling shareholder of European companies	Democratization rate of employee share ownership	Number of companies	Stock capitalization (billion €)	Employees	% of companies	% of stock capitalization	% of employees
Executive	5,3%	160	257 €	730.000	7%	2%	2%
Foundation	8,7%	42	406 €	870.000	2%	3%	3%
Family	10,6%	340	2.240 €	5.580.000	14%	16%	17%
Private investor	12,7%	357	902 €	2.400.000	15%	7%	7%
Corporate	12,8%	235	870 €	2.810.000	10%	6%	8%
Founders	15,4%	51	108 €	230.000	2%	1%	1%
State	18,5%	158	1.301 €	3.660.000	6%	10%	11%
No single controlling shareholder	23,9%	1.089	7.551 €	17.160.000	45%	55%	51%
Employees	75,1%	6	13 €	120.000	0%	0%	0%
Total	18,7%	2.438	13.648 €	33.560.000	100%	100%	100%

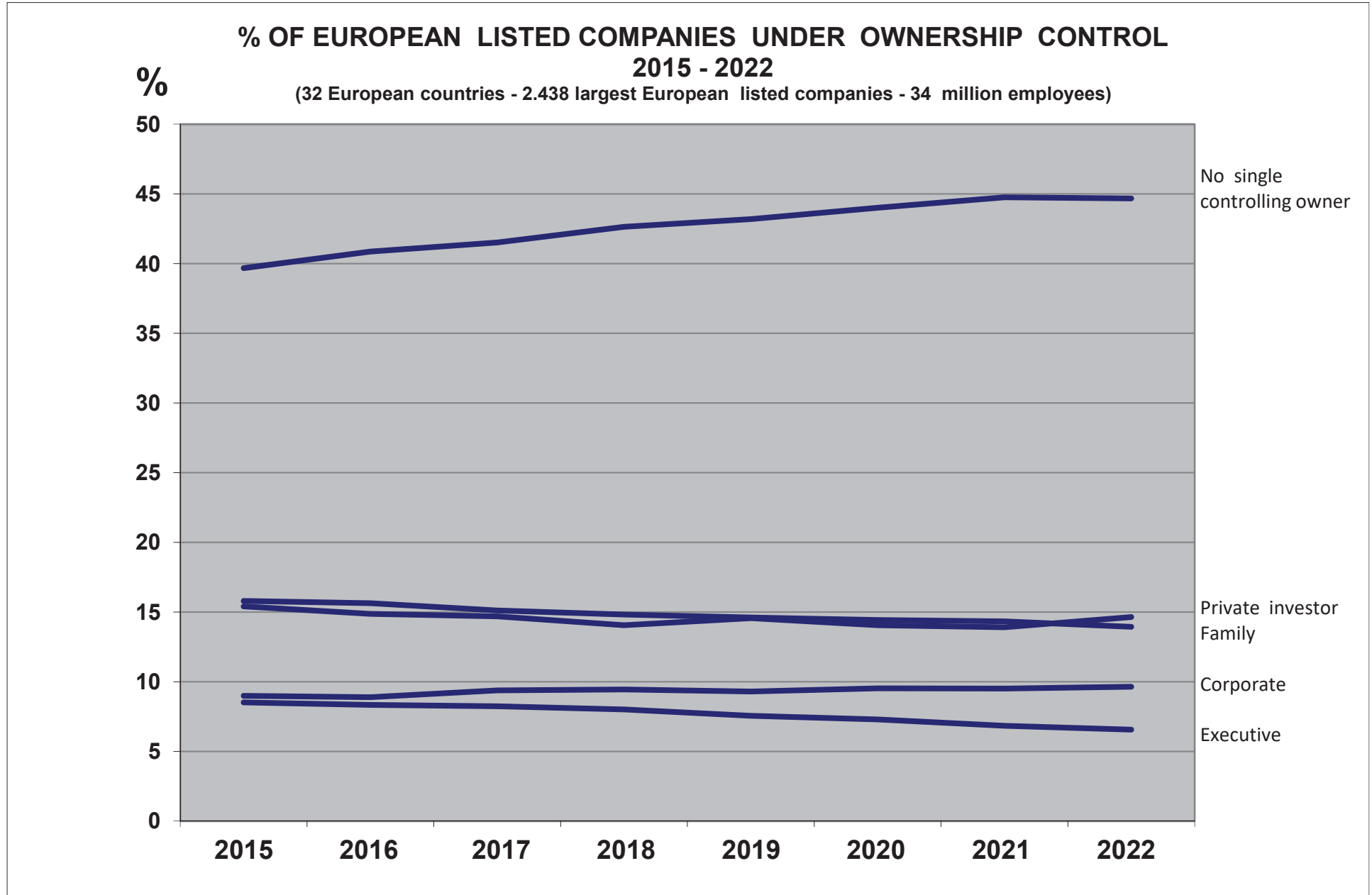
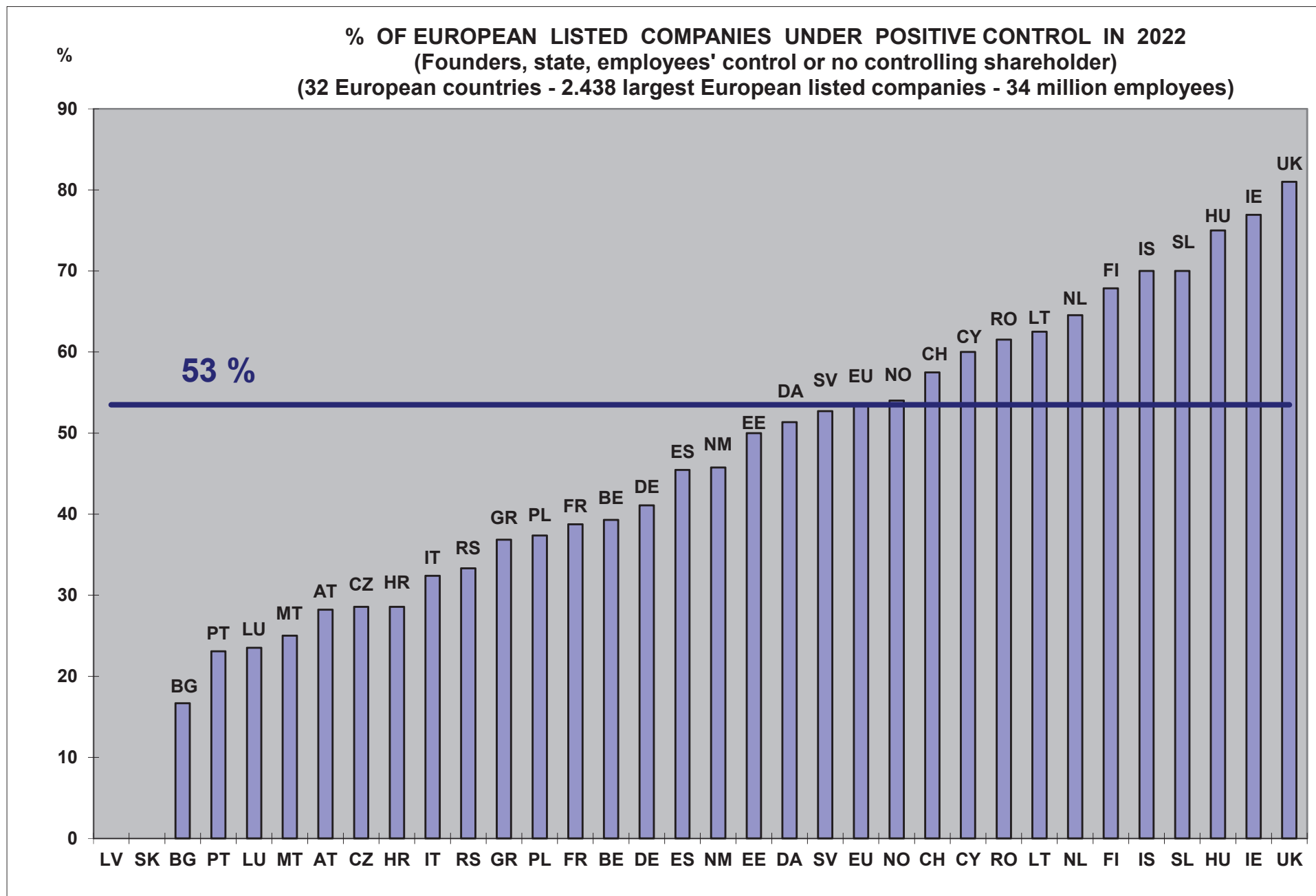
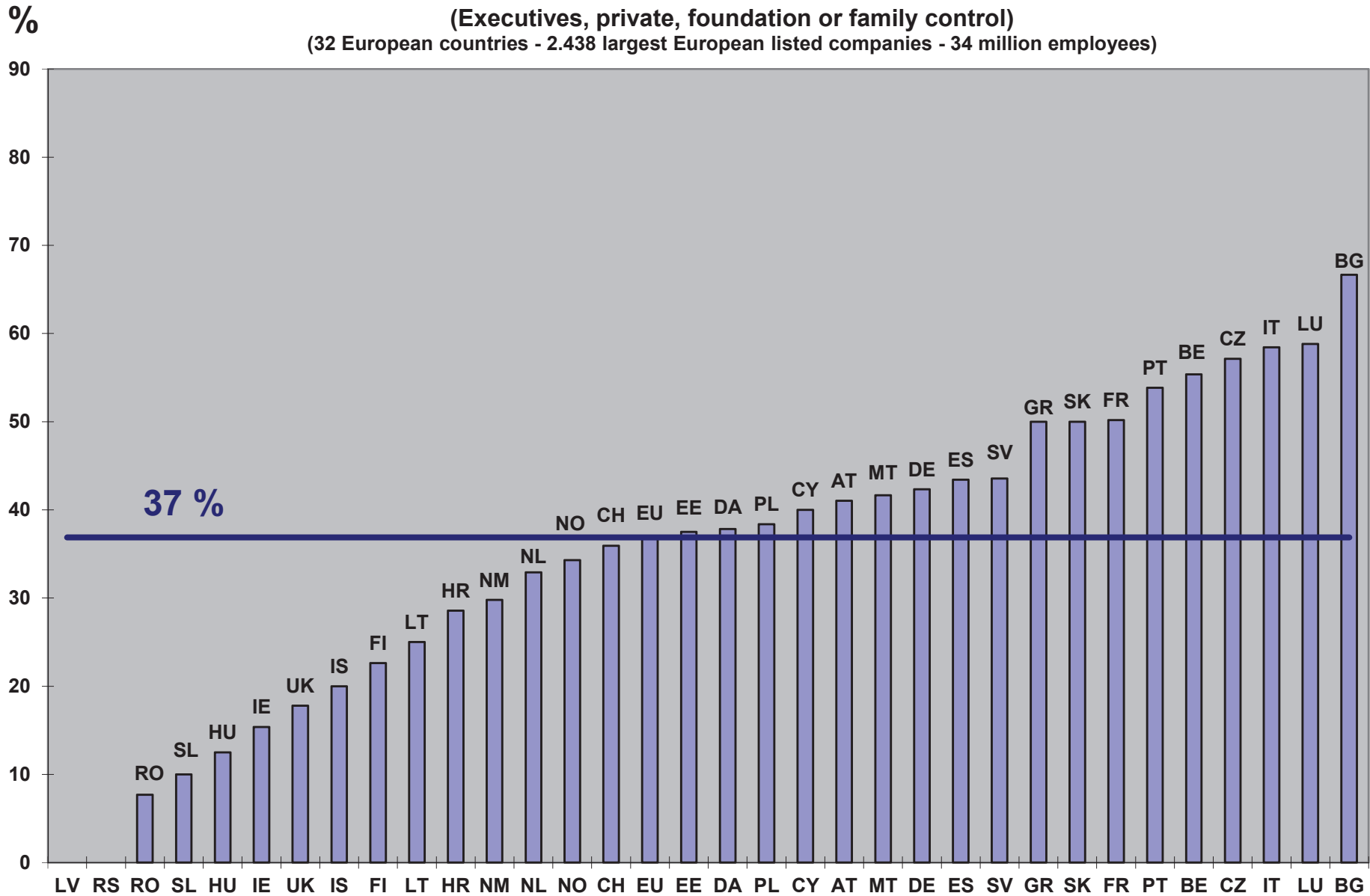


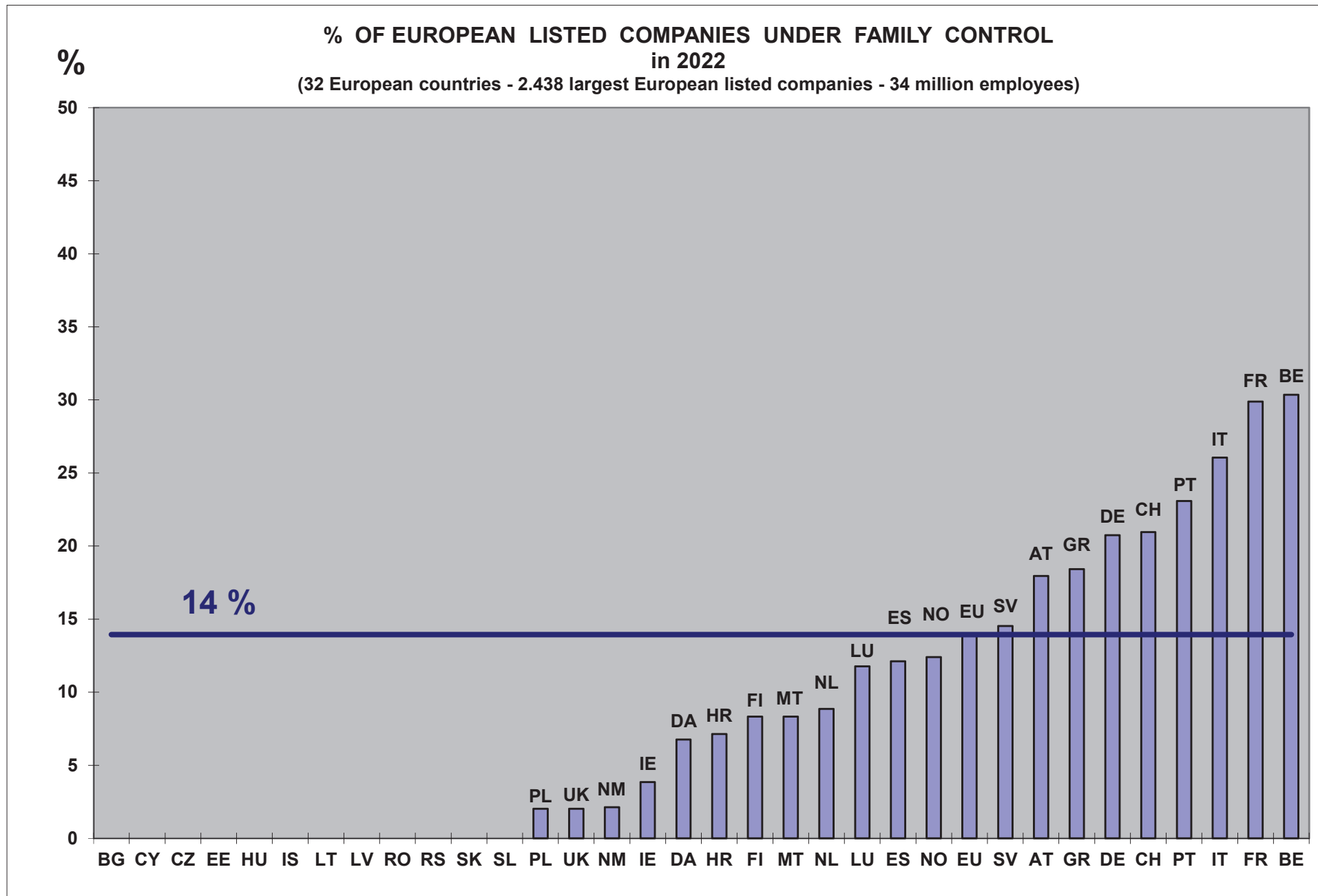
Table 34: Ownership control in European listed companies in 2021

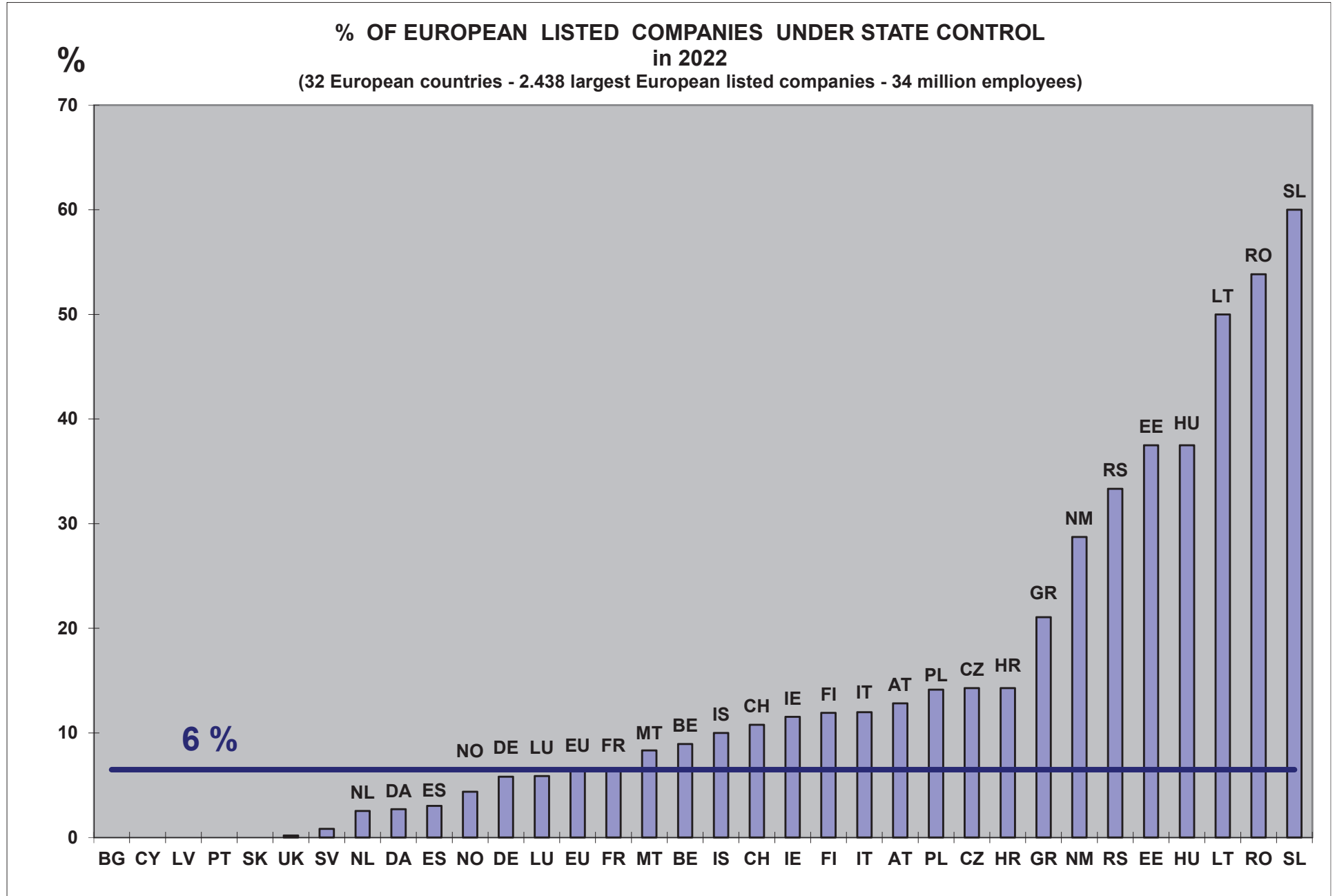
Countries	Companies numbers	Controlling shareholder of European companies								
		Executive	Private	Family	Foundation	Corporate	Founders	State	Employees	No single
AT - Austria	39	4	2	7	3	12	1	5	0	5
BE - Belgium	56	5	9	17	0	3	2	5	0	15
BG - Bulgaria	6	1	3	0	0	1	1	0	0	0
CH - Switzerland	167	4	20	35	1	11	2	18	0	76
CY - Cyprus	5	0	2	0	0	0	0	0	0	3
CZ - Czech Republic	7	0	4	0	0	1	1	1	0	0
DA - Denmark	74	2	10	5	11	8	1	2	0	35
DE - Germany	241	19	25	50	8	40	7	14	0	78
EE - Estonia	8	0	3	0	0	1	0	3	0	1
ES - Spain	99	6	22	12	3	11	1	3	1	40
FI - Finland	84	1	8	7	3	8	2	10	0	45
FR - France	271	34	21	81	0	30	3	18	4	80
GR - Greece	38	6	6	7	0	5	0	8	0	6
HR - Croatia	14	1	2	1	0	6	0	2	0	2
HU - Hungary	8	0	1	0	0	1	0	3	0	3
IE - Ireland	26	1	2	1	0	2	0	3	0	17
IS - Iceland	10	1	1	0	0	1	0	1	0	6
IT - Italy	142	18	27	37	1	13	4	17	0	25
LT - Lithuania	8	1	1	0	0	1	0	4	0	1
LU - Luxemburg	17	2	6	2	0	3	1	1	0	2
LV - Latvia	1	0	0	0	0	1	0	0	0	0
MT - Malta	12	1	3	1	0	4	0	1	0	2
NL - Netherlands	79	5	13	7	1	2	3	2	0	46
NO - Norway	137	4	21	17	5	16	1	6	0	67
PL - Poland	99	12	23	2	1	24	5	14	0	18
PT - Portugal	26	0	8	6	0	6	1	0	0	5
RO - Romania	13	0	1	0	0	4	0	7	0	1
RS - Serbia	3	0	0	0	0	2	0	1	0	0
SK - Slovakia	2	1	0	0	0	1	0	0	0	0
SL - Slovenia	10	1	0	0	0	2	0	6	0	1
SV - Sweden	241	12	54	35	4	9	7	2	0	118
UK - United Kingdom	495	18	59	10	1	6	8	1	1	391
TOTAL 32 COUNTRIES	2.438	160	357	340	42	235	51	158	6	1089
"New" Member States (without PL)	94	6	20	2	0	23	2	27	0	14

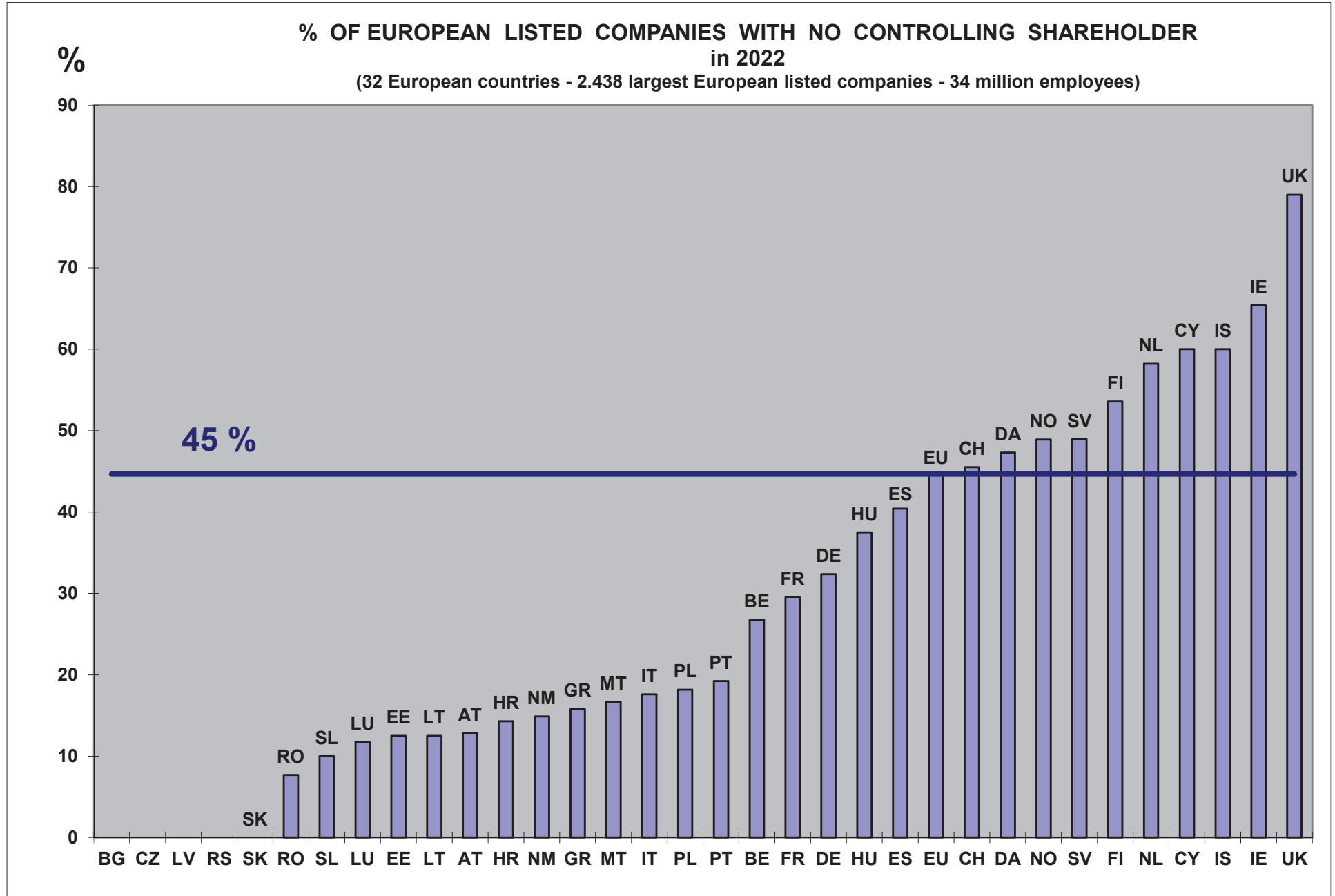


% OF EUROPEAN LISTED COMPANIES UNDER NEGATIVE CONTROL IN 2022
 (Executives, private, foundation or family control)
 (32 European countries - 2.438 largest European listed companies - 34 million employees)









ANCRAGE
ET
DELOCALISATION
DES
ENTREPRISES EUROPEENNES

ANCRAGE ET DELOCALISATION DES ENTREPRISES EUROPEENNES

- L'emploi dans les grandes entreprises européennes est de moins en moins localisé dans leur pays de base (ancrage). Par contre, les grandes entreprises étendent leurs activités et leurs emplois hors frontières dans des pays proches d'abord, puis de plus en plus lointains (délocalisation).

Considérons l'ensemble des grandes entreprises cotées européennes, tous pays confondus. Le taux d'ancrage de leurs emplois a dégringolé à 36% en 2022 contre 45% en 2006. Il y a seize ans, près d'un salarié sur deux était encore localisé dans le pays de base. Aujourd'hui ce n'est plus vrai que pour un gros tiers des salariés, les deux autres sont hors pays de base ([Graphique 77](#)).

Seuls 20% environ des salariés des grandes entreprises néerlandaises, danoises et suisses sont encore localisés dans le pays de base. La France, la Belgique, les pays nordiques sont bien en-dessous de la moyenne européenne de 36%. A l'autre extrémité, avec un taux d'ancrage de 80 à 100% de l'emploi des grandes entreprises, on retrouve la plupart des "nouveaux" pays membres de l'Union Européenne. En position intermédiaire avec un taux d'ancrage de 50 à 70%, très loin au-dessus de la moyenne européenne, le Royaume Uni, le Portugal, l'Italie, la Grèce.

- Les différences sont donc très grandes entre les pays européens pour ce qui est du niveau d'ancrage de l'emploi. Les divergences sont très apparentes aussi quant à l'évolution des taux d'ancrage de chaque pays ([Graphique 78](#) et [Table 35](#)).

La tendance à la délocalisation a été forte en Europe et particulièrement en Belgique et en France, Portugal, Finlande, Espagne, Suède. Par contre, cette tendance a été bloquée dans les "nouveaux" pays membres de l'UE ainsi qu'en Grèce et en Italie, Autriche, Pays-Bas, Danemark et au Royaume Uni. Il est remarquable de voir combien la Grèce s'est refermée, comment la tendance au repli a figé le Royaume Uni au cours des dix dernières années. Parmi les pays intermédiaires on relève Allemagne et Suisse, Italie, Norvège et Pologne.

- La première année de pandémie avait vu une pause dans la tendance générale à la délocalisation ([Graphique 79](#)). Cependant n'a pas duré plus d'un an avant de voir la délocalisation repartir de plus belle.

Au même moment, le Brexit avait marqué un coup d'arrêt dans la tendance à la délocalisation des grandes entreprises britanniques; celui-ci s'est confirmé l'année dernière.

- La qualité de l'information sur le taux d'ancrage de l'emploi dans les Rapports Annuels des grandes entreprises est généralement bonne. C'est le cas pour 76% des grandes entreprises européennes. La qualité de cette information est cependant bien moindre dans une bonne moitié des pays européens ([Graphique 80](#)).

- Il y a un lien fort entre l'actionnariat salarié et l'ancrage ou la délocalisation des emplois.

On peut mesurer ce lien dans les pays qui ont des législations destinées à promouvoir l'actionnariat salarié. Plus l'ancrage est fort, plus la démocratisation de l'actionnariat est soutenue. *A contrario*, lorsque le taux d'ancrage diminue, le taux de démocratisation de l'actionnariat salarié régresse.

Cette relation se comprend aisément. En effet, la démocratisation de l'actionnariat salarié dans les grandes entreprises est largement dépendante des plans d'actionnariat salarié soutenus pas des incitants fiscaux. Cependant, ceux-ci résultent des législations sociales et fiscales qui sont du ressort exclusif des Etats nationaux. Pour l'essentiel en Europe, ils ne s'appliquent qu'aux salariés dont l'emploi est ancré dans le pays de base de leur entreprise.

Avec la délocalisation des emplois, le nombre de salariés qui peuvent bénéficier des incitants organisés par le pays de base de l'entreprise va en diminuant. Aussi les plans d'actionnariat salarié et les politiques fiscales qui les soutiennent perdent en efficacité.

Le cas de la France est typique à cet égard. En effet, le taux d'ancrage des emplois des grandes entreprises françaises était encore de 41.1% en 2006 ([Table 35](#)). Seize ans plus tard, en 2022, le chiffre n'est plus que de 28.3%. Près des trois quarts des salariés sont hors France où ils ne peuvent bénéficier des avantages fiscaux organisés par la loi française. Ainsi en seize ans, on peut précisément calculer la perte d'efficacité de la législation française destinée à promouvoir l'actionnariat salarié dans les grandes entreprises: elle est de 31%. Les législations dont la Loi Pacte offre le dernier exemple ont perdu près d'un tiers de leur efficacité en seize ans. Elles seront bientôt à ranger au musée.

- Ainsi, **la tendance à la délocalisation des grandes entreprises européennes explique pour la plus grande partie la chute du taux de démocratisation de l'actionnariat salarié observée depuis dix ans en Europe.** Cela dans le contexte où l'absence d'harmonie reste la marque principale des législations sociales et fiscales des pays européens.

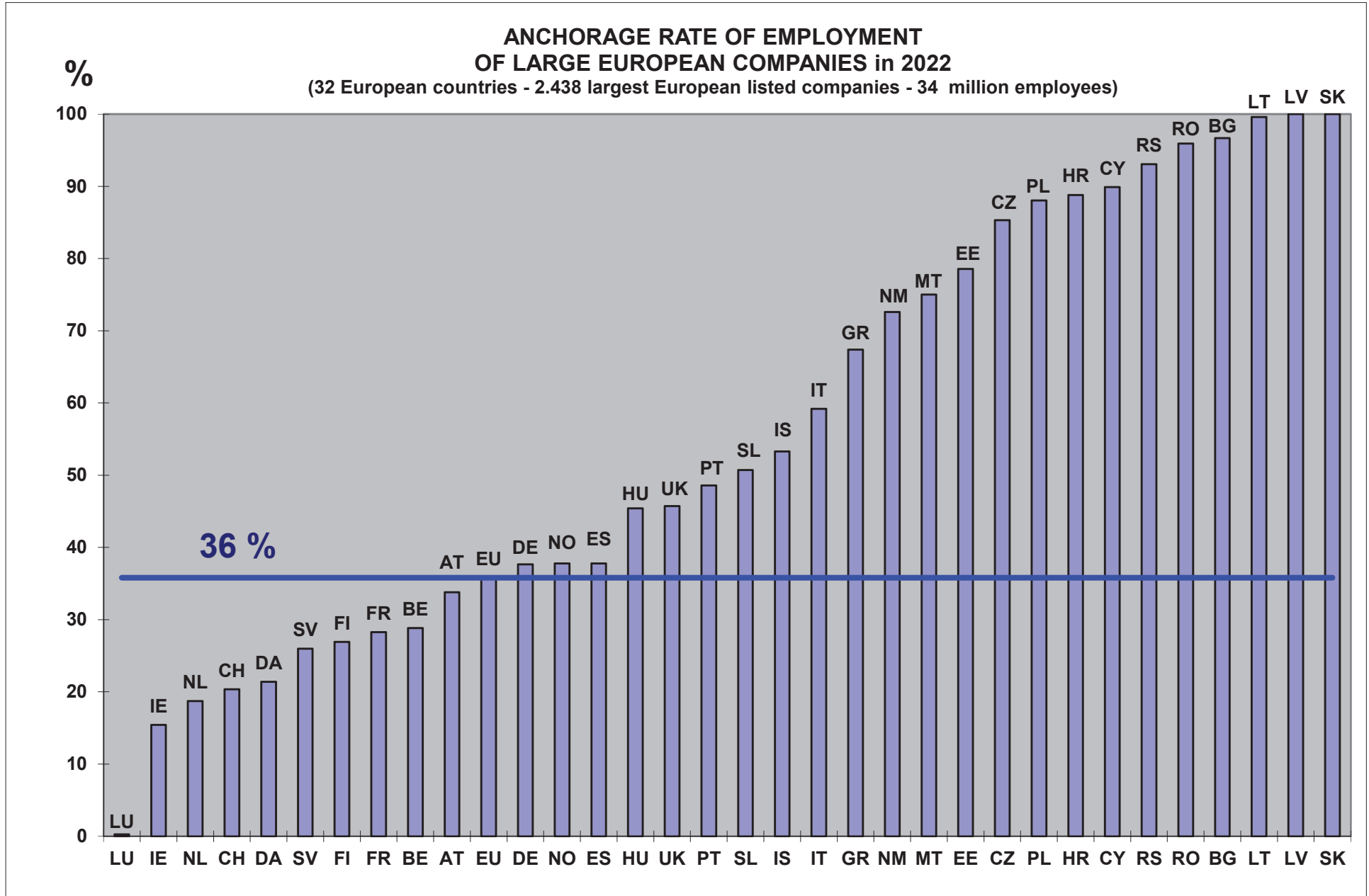
Moins les emplois sont ancrés localement, moins sont efficaces les plans d'actionnariat salarié et les lois fiscales qui les soutiennent, et plus se réduit la place de l'actionnariat salarié démocratique, plus sa démocratisation régresse.

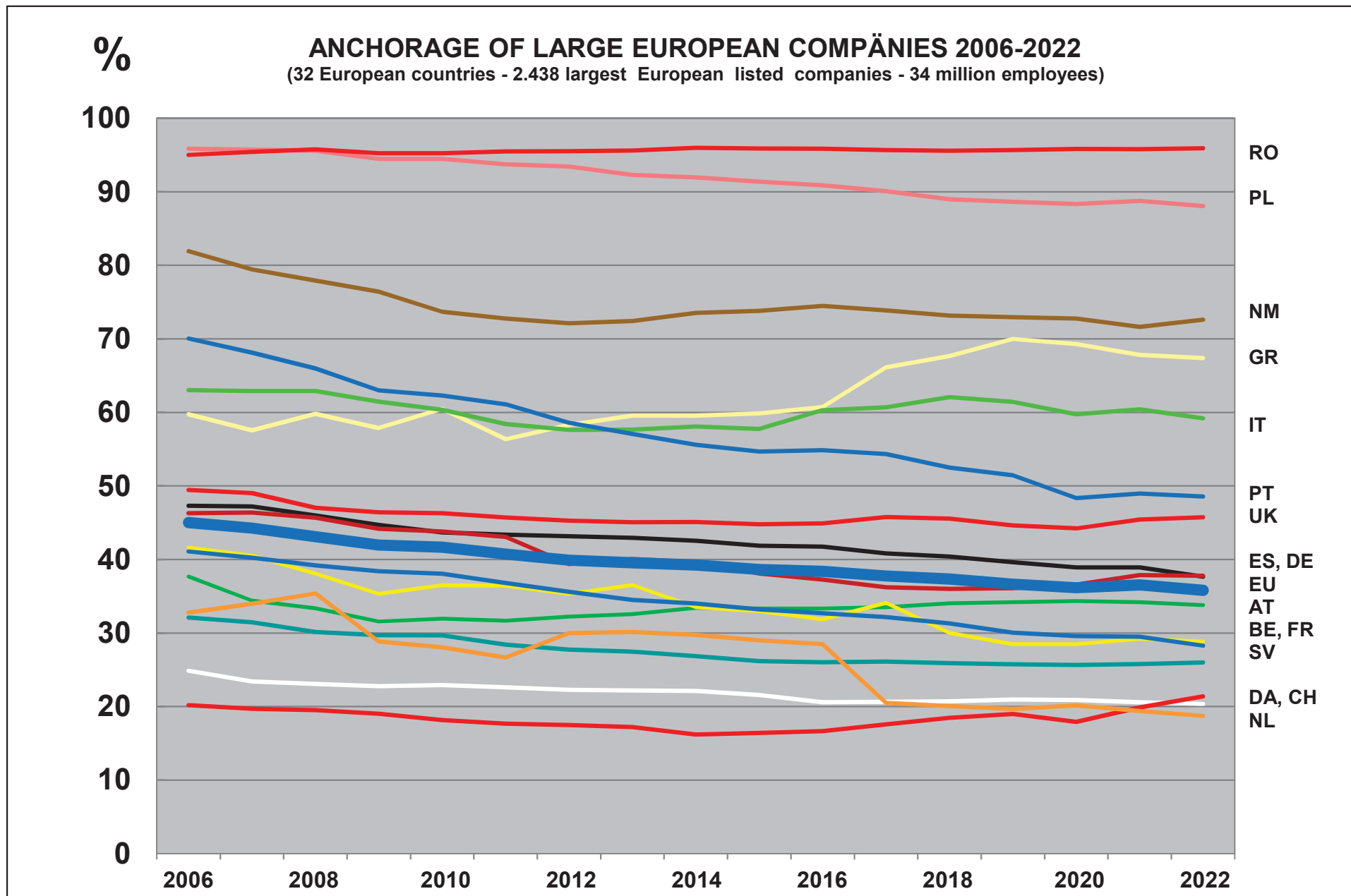
- En conclusion, **l'actionnariat salarié est de moins en moins démocratique en Europe.** Depuis dix ans, c'est le cas dans tous les pays européens, à l'exception notable du Royaume Uni ([Table 36](#)).

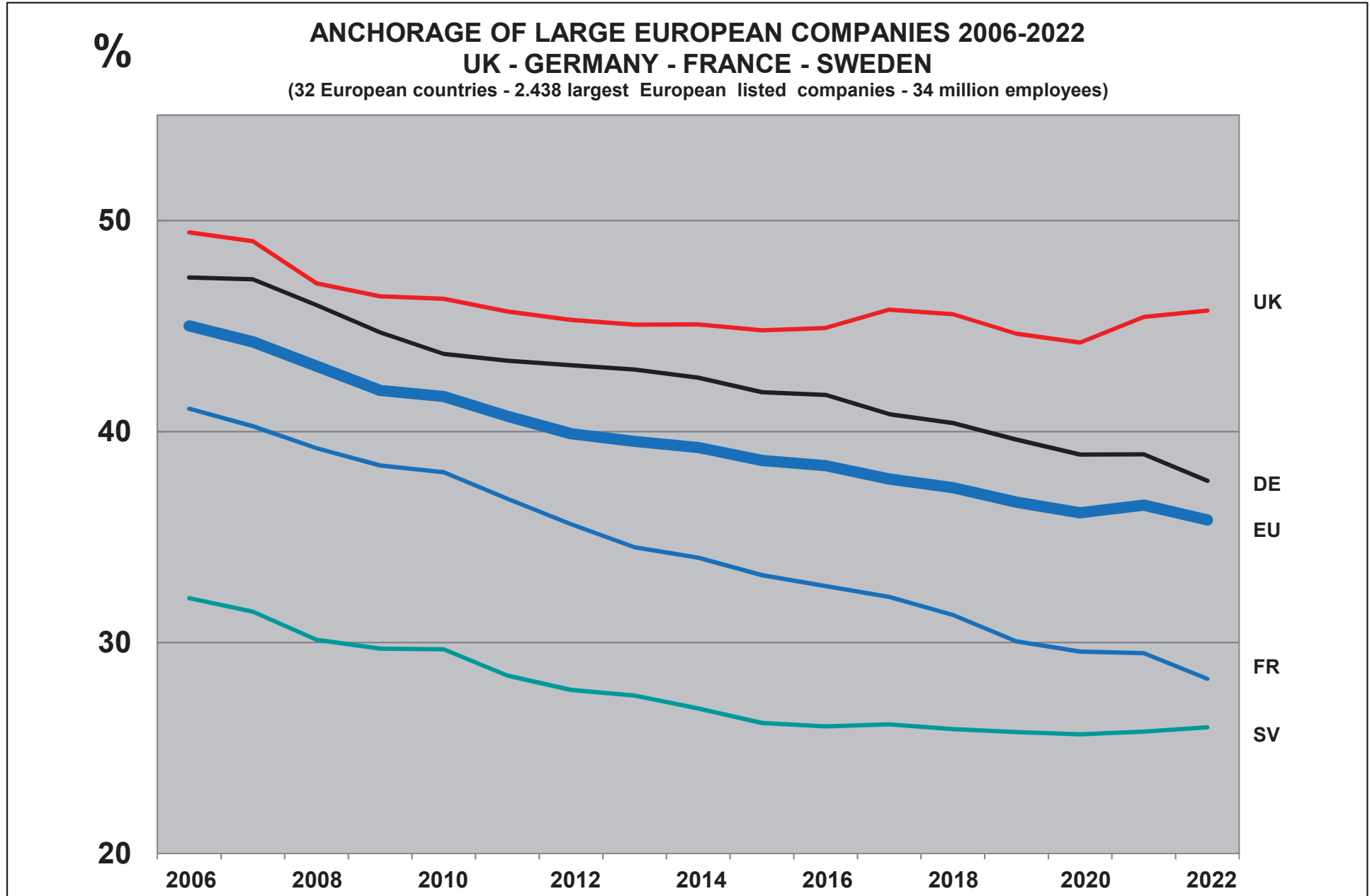
Cependant, l'exception britannique est fondée sur le coup d'arrêt observé depuis dix ans dans la délocalisation des emplois des grandes entreprises, et plus encore depuis le Brexit. En fait, l'emploi dans les grandes entreprises britanniques a tout simplement cessé de croître.

Au contraire, l'emploi dans les grandes entreprises françaises a fortement augmenté mais pour la plus grande part, cela s'est fait hors France, laissant pour compte l'actionnariat salarié.

En France, le nombre d'actionnaires salariés dans les grandes entreprises a pu être maintenu vaillamment, mais en terme de démocratisation la chute observée est dramatique.







**QUALITY OF INFORMATION ABOUT THE LOCATION OF EMPLOYMENT
OF LARGE EUROPEAN COMPANIES in 2022**
(32 European countries - 2.438 largest European listed companies - 34 million employees)

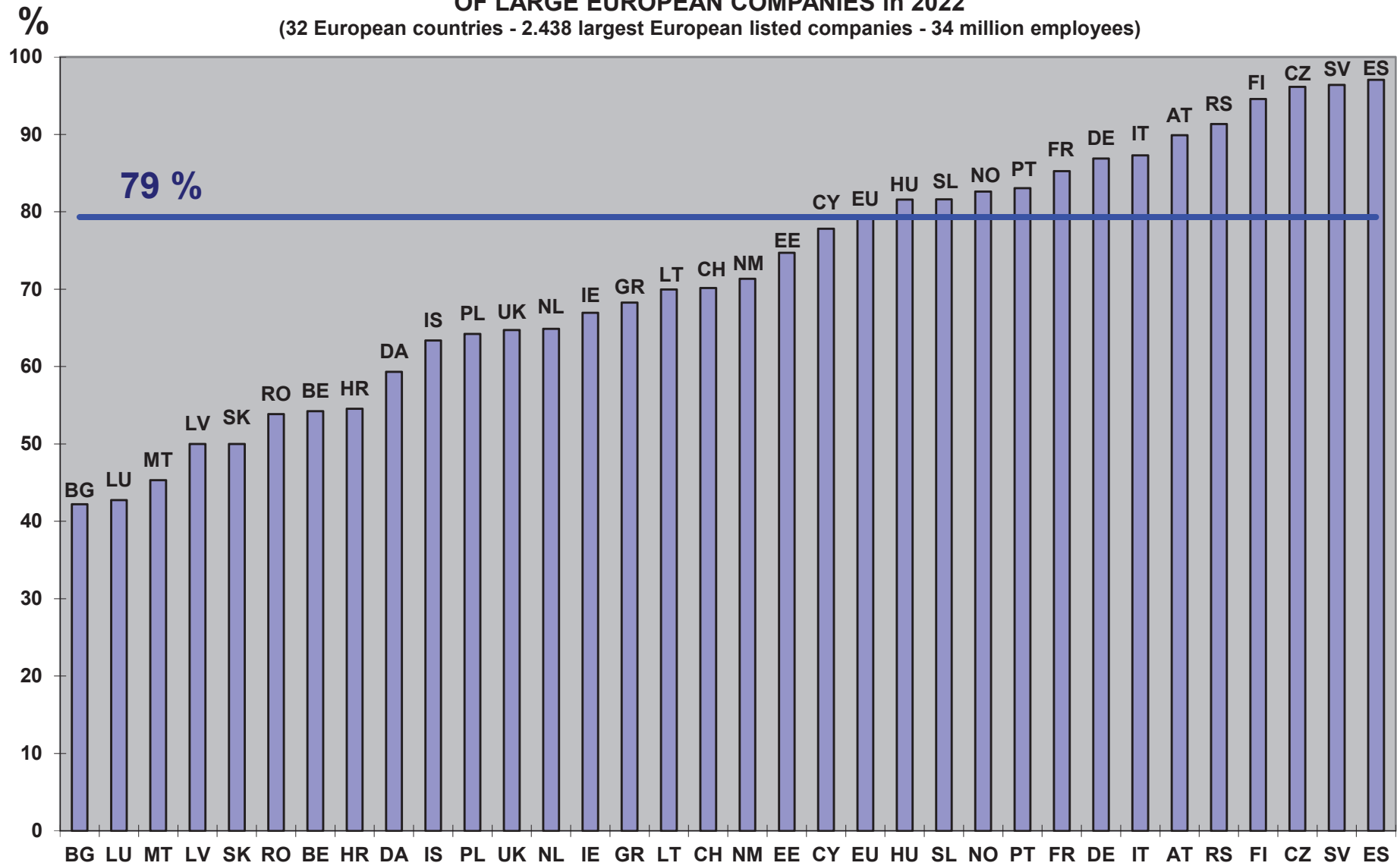


Table 35: Anchorage rate of employment in large companies in European countries, 2006-2022

	ANCHORAGE RATE OF EMPLOYMENT OF LARGE COMPANIES IN EUROPEAN COUNTRIES																
	% EMPLOYMENT IN BASIC COUNTRY / ALL EMPLOYEES																
	(32 countries - 2.438 largest European listed companies - 34 million employees)																
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006
AT	33,8	34,2	34,4	34,2	34,0	33,5	33,3	33,3	33,4	32,6	32,2	31,7	32,0	31,6	33,4	34,4	37,7
BE	28,8	29,2	28,5	28,5	30,0	34,1	31,9	33,0	33,5	36,5	35,3	36,4	36,5	35,3	38,1	40,5	41,6
BG	96,7	97,4	97,6	97,9	97,7	97,6	97,6	97,5	97,4	97,7	97,5	97,8	97,8	97,7	97,7	97,8	97,8
CH	20,4	20,6	20,9	21,0	20,7	20,6	20,6	21,6	22,1	22,2	22,3	22,6	22,9	22,8	23,1	23,4	24,9
CY	89,9	90,7	89,9	88,2	87,8	88,2	76,3	64,9	62,7	40,8	37,0	36,4	36,4	34,9	54,7	56,4	57,5
CZ	85,3	78,3	79,4	81,5	83,1	84,4	85,8	85,7	83,7	80,7	78,2	77,1	79,5	82,1	83,2	82,8	83,0
DA	21,4	19,9	17,9	19,0	18,5	17,6	16,7	16,4	16,2	17,2	17,5	17,7	18,2	19,0	19,5	19,7	20,2
DE	37,7	38,9	38,9	39,6	40,4	40,8	41,7	41,9	42,6	42,9	43,1	43,4	43,7	44,7	46,0	47,2	47,3
EE	78,6	77,7	73,5	72,4	72,0	71,5	71,1	69,4	69,7	69,5	69,5	68,7	68,3	66,9	63,8	60,8	69,8
ES	37,8	37,9	36,6	36,1	36,0	36,2	37,3	38,1	39,6	40,1	39,4	43,1	43,8	44,2	45,7	46,4	46,3
FI	26,9	26,9	26,6	26,9	26,7	26,7	29,1	29,8	28,9	29,3	29,7	30,9	32,2	32,7	35,6	39,5	41,3
FR	28,3	29,5	29,6	30,1	31,3	32,2	32,7	33,2	34,0	34,5	35,6	36,8	38,1	38,4	39,2	40,3	41,1
GR	67,4	67,8	69,3	70,0	67,7	66,1	60,7	59,9	59,5	59,5	58,3	56,4	60,5	57,9	59,8	57,6	59,7
HR	88,8	88,6	88,6	88,2	87,9	87,5	88,0	88,8	89,2	89,4	89,9	89,7	92,9	93,0	93,2	93,4	93,5
HU	45,4	45,4	46,9	47,8	48,7	50,7	51,8	48,9	48,6	48,7	48,2	48,8	48,6	52,7	53,0	53,8	56,2
IE	15,4	16,0	16,6	16,3	16,2	16,6	17,2	17,8	18,5	20,2	22,0	20,9	21,6	20,6	21,2	21,9	25,5
IS	53,3	56,0	61,4	63,4	61,3	63,2	65,2	65,0	64,4	63,7	64,0	67,4	69,2	68,8	72,5	74,4	83,8
IT	59,2	60,4	59,8	61,4	62,1	60,7	60,3	57,7	58,1	57,7	57,6	58,4	60,3	61,5	62,9	62,9	63,0
LT	99,6	100,0	99,8	99,8	99,8	100,0	100,0	99,9	99,9	99,9	99,9	99,9	99,9	99,9	99,9	99,8	99,8
LU	0,3	0,3	0,3	0,6	0,6	0,7	0,6	0,6	0,7	0,8	0,8	0,9	1,1	1,2	1,2	1,2	1,3
LV	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
MT	75,0	77,8	75,5	75,1	73,7	77,7	81,5	82,0	81,9	82,7	84,3	84,2	85,0	82,9	85,8	89,1	89,1
NL	18,7	19,4	20,1	19,7	20,1	20,5	28,5	29,0	29,7	30,1	30,0	26,7	28,0	28,8	35,4	34,0	32,8
NO	37,8	36,6	35,9	36,9	36,3	38,7	39,6	40,1	40,0	38,8	37,8	39,4	40,1	39,7	40,7	39,7	40,3
PL	88,0	88,7	88,3	88,6	89,0	90,1	90,9	91,4	91,9	92,3	93,4	93,7	94,5	94,5	95,6	95,7	95,8
PT	48,6	49,0	48,4	51,4	52,5	54,3	54,9	54,7	55,6	57,1	58,6	61,1	62,3	63,0	66,0	68,1	70,0
RO	95,9	95,8	95,8	95,7	95,6	95,7	95,8	95,9	96,0	95,6	95,5	95,5	95,2	95,2	95,8	95,4	95,0
RS	93,1	93,4	91,4	92,9	93,2	92,9	93,0	92,9	93,8	94,9	95,1	95,1	95,2	95,2	95,3	95,3	95,4
SK	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
SL	50,7	51,5	53,2	52,6	52,6	52,5	53,3	53,1	53,7	53,9	53,9	54,9	56,5	58,1	61,0	65,3	67,8
SV	26,0	25,8	25,6	25,7	25,9	26,1	26,0	26,2	26,9	27,5	27,8	28,4	29,7	29,7	30,1	31,5	32,1
UK	45,7	45,4	44,2	44,6	45,6	45,8	44,9	44,8	45,1	45,1	45,3	45,7	46,3	46,4	47,0	49,0	49,4
TOTAL 32 COUNTRIES	35,8	36,5	36,2	36,6	37,3	37,8	38,4	38,6	39,2	39,5	39,9	40,7	41,7	41,9	43,1	44,3	45,0
13 NMS - PL	72,6	71,6	72,7	73,0	73,2	73,9	74,5	73,8	73,5	72,4	72,1	72,8	73,7	76,4	77,9	79,4	81,9

Table 36: Democratisation rate of employee share ownership in European countries, 2007-2022

	DEMOCRATISATION RATE OF EMPLOYEE SHARE OWNERSHIP IN EUROPEAN COUNTRIES															
	% EMPLOYEE SHAREHOLDERS / ALL EMPLOYEES															
	(32 countries - 2.438 largest European listed companies - 34 million employees)															
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
AT	11,5	12,5	13,1	14,4	14,3	15,4	16,8	18,6	18,2	19,5	20,1	20,4	21,4	20,1	22,3	25,5
BE	4,7	5,3	6,0	6,7	7,1	7,4	9,9	10,5	11,2	9,2	10,3	12,8	14,7	15,4	18,6	18,0
BG	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1
CH	12,3	12,9	12,2	13,0	13,1	13,0	13,0	14,2	14,4	15,0	15,5	16,6	18,1	19,0	19,1	19,4
CY	6,3	7,1	7,8	9,8	12,2	15,6	18,5	18,3	18,4	15,2	15,0	14,8	81,9	81,9	80,6	82,5
CZ	6,8	6,7	6,4	6,5	6,7	6,9	7,2	6,9	7,9	6,0	5,8	5,7	5,6	6,3	6,0	6,0
DA	4,8	5,3	5,4	4,8	5,3	5,7	5,2	5,4	5,8	5,9	5,9	6,4	6,9	7,0	6,7	5,5
DE	14,4	14,9	15,1	15,5	12,7	12,2	12,6	13,3	14,0	14,9	16,2	18,0	19,8	19,1	19,3	20,7
EE	1,2	1,1	0,8	0,5	0,3	0,3	0,3	0,1	0,2	0,2	0,2	0,2	0,2	0,2	0,1	0,2
ES	3,4	3,6	3,7	3,7	4,0	4,5	5,2	5,8	6,7	8,1	8,2	9,3	7,8	7,6	8,9	5,6
FI	18,3	19,6	18,3	18,8	20,1	20,2	18,8	19,2	18,6	18,9	19,9	21,6	22,5	20,4	20,9	20,4
FR	32,3	33,7	32,9	31,8	33,0	34,7	34,0	34,8	35,9	35,9	38,7	40,8	41,5	38,4	38,9	37,2
GR	3,4	3,2	3,2	3,2	12,4	12,7	12,0	12,4	12,8	13,9	14,4	15,0	14,9	16,7	17,5	20,0
HR	0,9	2,5	2,5	2,8	3,9	5,1	5,8	5,1	8,0	11,7	15,2	18,9	23,1	26,8	22,7	2,1
HU	6,8	7,2	7,4	8,1	9,0	7,0	7,1	7,6	7,9	7,9	7,9	7,9	6,5	7,7	7,9	8,1
IE	4,5	4,6	4,0	3,8	3,9	4,2	4,6	6,1	7,5	8,2	9,0	10,1	11,4	11,2	11,7	12,9
IS	3,3	3,8	3,6	4,1	0,3	0,3	0,4	0,5	0,8	0,7	0,9	1,4	1,6	2,4	4,2	6,5
IT	8,2	8,4	8,7	9,3	9,5	9,4	9,8	10,1	6,1	7,3	8,6	10,5	11,3	12,1	12,4	11,6
LT	4,8	5,9	4,0	0,2	0,2	0,4	0,4	0,2	0,2	0,1	0,2	0,1	0,2	0,2	0,2	0,3
LU	1,8	1,4	1,3	1,8	1,7	1,6	1,4	0,9	1,1	1,1	1,0	0,9	0,6	0,7	0,6	0,7
LV	0,0	0,0	0,0	0,0	0,0	0,1	0,1	0,2	0,2	0,2	0,0	0,0	0,0	0,0	0,0	0,0
MT	22,9	23,8	21,9	21,7	21,1	23,1	24,1	26,7	27,8	28,9	30,1	30,9	29,9	27,6	28,0	44,4
NL	7,5	8,0	7,9	7,7	8,0	8,3	8,4	8,3	8,7	9,6	10,6	12,1	12,2	11,0	11,3	15,1
NO	11,5	11,0	11,0	11,2	12,2	12,9	13,0	12,8	13,3	13,8	14,8	17,9	18,8	19,0	17,3	17,7
PL	1,8	2,4	2,7	4,0	5,8	7,8	11,3	14,1	17,5	17,1	18,6	18,5	17,8	13,6	4,8	5,9
PT	1,2	1,3	1,3	1,5	1,6	1,9	2,0	2,4	2,8	2,7	2,7	2,5	2,3	2,5	2,4	3,5
RO	1,7	1,7	2,6	3,7	5,6	13,7	21,4	24,3	32,3	40,7	80,3	75,8	0,1	0,0	0,0	0,0
RS	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
SK	0,0	0,0	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0
SL	0,1	0,1	0,1	0,4	0,5	0,7	0,8	1,0	1,1	1,3	1,4	1,6	1,8	2,1	2,2	1,9
SV	17,9	19,3	19,9	19,9	21,9	23,0	23,1	22,8	23,2	27,5	28,9	30,7	27,7	27,6	29,0	28,6
UK	26,7	25,1	24,4	24,6	25,2	25,2	25,3	24,9	24,3	21,8	22,5	24,3	25,6	25,4	26,4	27,0
TOTAL 32 COUNTRIES	18,7	19,1	18,7	18,7	18,8	19,3	19,5	20,0	20,3	20,4	21,6	23,3	23,8	22,9	23,3	23,4
13 NMS - PL	3,8	4,2	4,4	4,8	5,5	6,7	8,5	9,2	11,3	13,1	21,3	21,7	9,3	10,2	8,8	5,8

MÉTHODOLOGIE
ET
DONNÉES

METHODOLOGIE

Ce Recensement offre une information pratiquement exhaustive. Il est fondé sur la base de données EFES des entreprises européennes. Celle-ci rassemble toute l'information détaillée sur **l'actionnariat salarié** et les plans d'actionnariat salarié dans chaque entreprise cotée européenne de taille significative, et dans chaque grande entreprise non-cotée contrôlée majoritairement pas ses salariés. En outre elle collationne aussi l'information sur la **gouvernance**, sur la **structure de contrôle** ainsi que sur **l'ancrage (ou la délocalisation)** des grandes entreprises européennes.

L'ébauche de cette base de données a été testée dès 2005. Une base de données complète a été constituée en 2006, avec le soutien de la Commission Européenne - DG Emploi et Affaires Sociales. Ensuite celle-ci a été complétée et mise à jour annuellement depuis 2007.

De loin en loin au cours des trente dernières années, quelques rapports européens avaient livré des informations éparses sur l'actionnariat salarié et son développement à travers l'Europe. Parmi ceux-ci sont à signaler le Rapport Pepper I en 1991, le Rapport Pepper II en 1996 et un Rapport intitulé "*Recent trends in employee financial participation in the European Union*" dû au Professeur Erik Poutsma en 2001. A cette époque, ces rapports ont été pratiquement la seule source d'information sur le développement de l'actionnariat salarié dans l'Union Européenne.

Cependant ils étaient fondés sur des informations partielles (recueillies principalement par sondages téléphoniques) qui n'étaient disponibles que très tardivement. Le Rapport de 2001 par exemple était basé sur les résultats de l'Enquête EPOC de 1996 (*Employee Direct Participation in Organisational Change*), conduite par la Fondation de Dublin. En outre aucune de ces informations ne couvrait l'ensemble des pays de l'Union Européenne (par exemple le Rapport de 2001 ne concernait que dix pays).

Il paraissait crucial de disposer d'informations plus récentes et complètes. D'un côté on savait que l'actionnariat salarié était en fort développement. De l'autre on ne disposait que d'informations tardives. Un hiatus se creusait entre les entreprises et les praticiens d'une part, et les acteurs sociaux et politiques de l'autre, ceux-ci ne disposant pas d'information correcte sur ce qui se passait. C'est pourquoi la Fédération Européenne de l'Actionnariat Salarié a mis en place cette base de données et son "Recensement Economique Annuel de l'Actionnariat Salarié dans les Pays Européens".

La base de données recueille l'information sur chaque entreprise européenne de taille significative, d'où une information rigoureusement comparable pour chaque pays européen (présentement les 27 pays de l'Union Européenne plus Grande Bretagne, Islande, Norvège, Serbie et Suisse).

Cette information est tirée de ce que les entreprises publient elles-mêmes dans leurs Rapports Annuels - d'où une information de qualité, et sans guère de retard.

Pour le Recensement Economique de 2022, 3.139 entreprises ont été compilées. La plupart de ces entreprises ou "groupes" comprennent une société mère et des dizaines voire des milliers de filiales dans de nombreux pays. Ces 3.139 entreprises comprennent:

- Toutes les entreprises cotées dont la capitalisation boursière a atteint 200 millions d'Euro ou plus aux mois de mai des années 2006 à 2022. Le Recensement inclut ainsi toutes les entreprises cotées européennes de taille significative, sans exception (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers).
- Les entreprises non-cotées dont les salariés détiennent 50% ou plus et qui emploient au moins 100 personnes. La plupart des entreprises européennes de ce type sont enregistrées dans la base de données; néanmoins cette liste ne peut pas être

considérée comme exhaustive. De fait, l'information dont on dispose pour les entreprises cotées est bien plus disponible et fiable que pour les non-cotées. Pour une part décroissante, les entreprises non-cotées détenues majoritairement par les salariés sont des coopératives de salariés.

En 2022, 2.438 entreprises cotées sont incluses dans le Recensement, ainsi que 701 entreprises non-cotées (parmi lesquelles les 415 plus grandes coopératives de salariés en Europe). Ensemble, elles emploient 35 millions de personnes, près de 30% des salariés en Europe.

En nombre, les 2.438 plus grandes entreprises cotées représentent 35% de toutes les sociétés cotées européennes en 2022 (en excluant la gestion d'actifs financiers, les fonds d'investissement et les fonds de placements immobiliers), mais elles comptent pour 99% de la capitalisation boursière totale et pour 95% en termes d'emploi. Ainsi la base de données EFES et ce Recensement donnent une image pratiquement exhaustive de l'actionnariat salarié et de la participation dans les entreprises cotées européennes.

Les Rapports Annuels sont une excellente source d'information sur l'actionnariat salarié dans les grandes entreprises européennes, particulièrement les entreprises cotées. Les normes internationales d'information financière (*International Financial Reporting Standards*) sont de plus en plus efficaces et la qualité de l'information va en s'améliorant.

La plupart des grandes entreprises européennes offrent une information fiable ou tout à fait complète concernant leurs dirigeants exécutifs: rémunération individuelle, actions détenues, actions reçues, stock-options reçues et exercées, etc.

Presque toutes les grandes entreprises européennes donnent une masse d'information concernant leurs salariés et leurs plans d'actionnariat salarié. Quand elles ont lancé leur premier plan? Quels plans elles ont lancés, arrêtés ou révisés, année après année. Quels salariés ont bénéficié de ces plans: catégories, nombres. Combien d'actions ont été données ou vendues aux salariés, combien de stock-options ont été offertes ou exercées... Enfin, beaucoup de grandes entreprises européennes offrent une information sur le nombre d'actionnaires salariés (ou de membres dans les coopératives de salariés).

En plus de l'information sur l'actionnariat salarié et les plans d'actionnariat salarié, les dirigeants exécutifs et les salariés ordinaires, la base de données EFES a été étendue depuis 2013 aux données de gouvernance d'entreprise (en particulier la représentation des salariés dans les conseils d'administration ou de surveillance et les discriminations dans les droits de votes) et au profit-sharing.

Depuis 2015 la base de données enregistre aussi l'information sur l'existence ou non d'un actionnaire de contrôle, son poids et son type (dirigeant exécutif, investisseur privé, famille, fondation, entreprise, fondateur, état, salariés), dans chaque entreprise cotée européenne de taille significative.

Enfin depuis 2020, la base de données collationne aussi l'information sur l'ancrage (ou la délocalisation) de l'emploi dans toutes les grandes entreprises cotées européennes.

La description complète de la base de données est détaillée ci-après:

- Codes pays
- Table des données de l'actionnariat salarié par entreprise (12 pages)
- Table des données de l'actionnariat salarié par pays (12 pages)
- Données de l'actionnariat salarié par pays (63 pages)
- Liste des 3.139 entreprises européennes dans la base de données en 2022 (14 pages)

CODES PAYS

AT	Autriche
BE	Belgique
BG	Bulgarie
CH	Suisse
CY	Chypre
CZ	Tchéquie
DA	Danemark
DE	Allemagne
EE	Estonie
ES	Espagne
FI	Finlande
FR	France
GR	Grèce
HR	Croatie
HU	Hongrie
IE	Irlande
IS	Islande
IT	Italie
LT	Lituanie
LU	Luxembourg
LV	Lettonie
MT	Malte
NL	Pays-Bas
NO	Norvège
PL	Pologne
PT	Portugal
RO	Roumanie
RS	Serbie
SK	Slovaquie
SL	Slovénie
SV	Suède
UK	Royaume Uni
EU	Europe
NM	13 Nouveaux Membres de l'UE sauf Pologne

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
1	Company	Name	2021/22
2	ISIN code (listed companies)	ISIN code	2021/22
3	Noteworthy case considering employee share ownership	0/1	2021/22
4	Listed / Non listed / Others	L/NL/NX	2021/22
5	Country code	Name	2021/22
6	Date Annual Report	Date	2021/22
7	Branche	Name	2021/22
YEAR 2021/22			
8	Market capitalization on May 15, 2022	Million Euro	2021/22
9	Employees	Number	2021/22
10	Shares (allotted, called up and fully paid - own shares deducted)	Number	2021/22
11	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2021/22
12	Typology of employee share plans	Type code	2021/22
13	Employee shareholders (employee owners)	Number	2021/22
14	Date of first employee share plan	Year	2021/22
15	New employee share plan in current year?	0/1	2021/22
16	Number of shares held by employees published by company?	0/1	2021/22
17	Employee Stock Options?	0/1	2021/22
18	Broad-based employee share plans?	0/1	2021/22
19	Employee (share) ownership in some extent?	0/1	2021/22
20	Employee share plans?	0/1	2021/22
21	Shares held by Executive Directors	Number	2021/22
22	Shares held by employees (when specified, through employees funds or trusts)	Number	2021/22
23	Options exercised and share grants vested (employees - Executive Directors)	Number	2021/22
24	Employee share purchases	Number	2021/22
25	Employees' stake in ownership structure	%	2021/22
26	Significant employees' stake (1 to 6%)?	0/1	2021/22
27	Strategic employees' stake (6 to 20%)?	0/1	2021/22
28	Determining employees' stake (20 to 50%)?	0/1	2021/22
29	Controlling employees' stake (50 to 100%)?	0/1	2021/22
30	Capitalization held by employees	Million Euro	2021/22
31	Capitalization held by Executive Directors	Million Euro	2021/22
32	Capitalization held by ordinary employees	Million Euro	2021/22
33	Top Executives	Number	2021/22
34	Full information on Top Executives' shareholdings?	0/1	2021/22
35	Applying profit-sharing?	0/1	2021/22
36	Discrimination in voting rights	Description	2021/22
37	Discrimination in voting rights?	0/1	2021/22
38	Employee shareholders' representation on boards?	0/1	2021/22
39	Employee representation on boards?	0/1	2021/22
40	Executive owners on boards?	0/1	2021/22
41	Employee representation on boards	Description	2021/22
42	Board structure	Description	2021/22
43	One-tier board structure?	0/1	2021/22
44	Two-tier board structure?	0/1	2021/22
45	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2021/22
46	Controlling shareholder's stake	%	2021/22
47	Controlling shareholder	Description	2021/22
YEAR 2020/21			

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
48	Market capitalization on May 15, 2021	Million Euro	2020/21
49	Employees	Number	2020/21
50	Shares (allotted, called up and fully paid - own shares deducted)	Number	2020/21
51	Employee shareholders (employee owners)	Number	2020/21
52	New employee share plan in current year?	0/1	2020/21
53	Number of shares held by employees published by company?	0/1	2020/21
54	Employee Stock Options?	0/1	2020/21
55	Broad-based employee share plans?	0/1	2020/21
56	Employee (share) ownership in some extent?	0/1	2020/21
57	Employee share plans?	0/1	2020/21
58	Shares held by Executive Directors	Number	2020/21
59	Shares held by employees (when specified, through employees funds or trusts)	Number	2020/21
60	Options exercised and share grants vested (employees - Executive Directors)	Number	2020/21
61	Employee share purchases	Number	2020/21
62	Employees' stake in ownership structure	%	2020/21
63	Significant employees' stake (1 to 6%)?	0/1	2020/21
64	Strategic employees' stake (6 to 20%)?	0/1	2020/21
65	Determining employees' stake (20 to 50%)?	0/1	2020/21
66	Controlling employees' stake (50 to 100%)?	0/1	2020/21
67	Capitalization held by employees	Million Euro	2020/21
68	Capitalization held by Executive Directors	Million Euro	2020/21
69	Capitalization held by ordinary employees	Million Euro	2020/21
70	Top Executives	Number	2020/21
71	Full information on Top Executives' shareholdings?	0/1	2020/21
72	Applying profit-sharing?	0/1	2020/21
73	Discrimination in voting rights	Description	2020/21
74	Discrimination in voting rights?	0/1	2020/21
75	Employee shareholders' representation on boards?	0/1	2020/21
76	Employee representation on boards?	0/1	2020/21
77	Executive owners on boards?	0/1	2020/21
78	Employee representation on boards	Description	2020/21
79	Board structure	Description	2020/21
80	One-tier board structure?	0/1	2020/21
81	Two-tier board structure?	0/1	2020/21
82	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2020/21
83	Controlling shareholder's stake	%	2020/21
84	Controlling shareholder	Description	2020/21
YEAR 2019/20			
85	Market capitalization on May 15, 2020	Million Euro	2019/20
86	Employees	Number	2019/20
87	Shares (allotted, called up and fully paid - own shares deducted)	Number	2019/20
88	Employee shareholders (employee owners)	Number	2019/20
89	New employee share plan in current year?	0/1	2019/20
90	Number of shares held by employees published by company?	0/1	2019/20
91	Employee Stock Options?	0/1	2019/20
92	Broad-based employee share plans?	0/1	2019/20
93	Employee (share) ownership in some extent?	0/1	2019/20
94	Employee share plans?	0/1	2019/20
95	Shares held by Executive Directors	Number	2019/20

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
96	Shares held by employees (when specified, through employees funds or trusts)	Number	2019/20
97	Options exercised and share grants vested (employees - Executive Directors)	Number	2019/20
98	Employee share purchases	Number	2019/20
99	Employees' stake in ownership structure	%	2019/20
100	Significant employees' stake (1 to 6%)?	0/1	2019/20
101	Strategic employees' stake (6 to 20%)?	0/1	2019/20
102	Determining employees' stake (20 to 50%)?	0/1	2019/20
103	Controlling employees' stake (50 to 100%)?	0/1	2019/20
104	Capitalization held by employees	Million Euro	2019/20
105	Capitalization held by Executive Directors	Million Euro	2019/20
106	Capitalization held by ordinary employees	Million Euro	2019/20
107	Top Executives	Number	2019/20
108	Full information on Top Executives' shareholdings?	0/1	2019/20
109	Applying profit-sharing?	0/1	2019/20
110	Discrimination in voting rights	Description	2019/20
111	Discrimination in voting rights?	0/1	2019/20
112	Employee shareholders' representation on boards?	0/1	2019/20
113	Employee representation on boards?	0/1	2019/20
114	Executive owners on boards?	0/1	2019/20
115	Employee representation on boards	Description	2019/20
116	Board structure	Description	2019/20
117	One-tier board structure?	0/1	2019/20
118	Two-tier board structure?	0/1	2019/20
119	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2019/20
120	Controlling shareholder's stake	%	2019/20
121	Controlling shareholder	Description	2019/20
YEAR 2018/19			
122	Market capitalization on May 15, 2019	Million Euro	2018/19
123	Employees	Number	2018/19
124	Shares (allotted, called up and fully paid - own shares deducted)	Number	2018/19
125	Employee shareholders (employee owners)	Number	2018/19
126	New employee share plan in current year?	0/1	2018/19
127	Number of shares held by employees published by company?	0/1	2018/19
128	Employee Stock Options?	0/1	2018/19
129	Broad-based employee share plans?	0/1	2018/19
130	Employee (share) ownership in some extent?	0/1	2018/19
131	Employee share plans?	0/1	2018/19
132	Shares held by Executive Directors	Number	2018/19
133	Shares held by employees (when specified, through employees funds or trusts)	Number	2018/19
134	Options exercised and share grants vested (employees - Executive Directors)	Number	2018/19
135	Employee share purchases	Number	2018/19
136	Employees' stake in ownership structure	%	2018/19
137	Significant employees' stake (1 to 6%)?	0/1	2018/19
138	Strategic employees' stake (6 to 20%)?	0/1	2018/19
139	Determining employees' stake (20 to 50%)?	0/1	2018/19
140	Controlling employees' stake (50 to 100%)?	0/1	2018/19
141	Capitalization held by employees	Million Euro	2018/19
142	Capitalization held by Executive Directors	Million Euro	2018/19
143	Capitalization held by ordinary employees	Million Euro	2018/19

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
144	Top Executives	Number	2018/19
145	Full information on Top Executives' shareholdings?	0/1	2018/19
146	Applying profit-sharing?	0/1	2018/19
147	Discrimination in voting rights	Description	2018/19
148	Discrimination in voting rights?	0/1	2018/19
149	Employee shareholders' representation on boards?	0/1	2018/19
150	Employee representation on boards?	0/1	2018/19
151	Executive owners on boards?	0/1	2018/19
152	Employee representation on boards	Description	2018/19
153	Board structure	Description	2018/19
154	One-tier board structure?	0/1	2018/19
155	Two-tier board structure?	0/1	2018/19
156	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2018/19
157	Controlling shareholder's stake	%	2018/19
158	Controlling shareholder	Description	2018/19
YEAR 2017/18			
159	Market capitalization on May 15, 2018	Million Euro	2017/18
160	Employees	Number	2017/18
161	Shares (allotted, called up and fully paid - own shares deducted)	Number	2017/18
162	Employee shareholders (employee owners)	Number	2017/18
163	New employee share plan in current year?	0/1	2017/18
164	Number of shares held by employees published by company?	0/1	2017/18
165	Employee Stock Options?	0/1	2017/18
166	Broad-based employee share plans?	0/1	2017/18
167	Employee (share) ownership in some extent?	0/1	2017/18
168	Employee share plans?	0/1	2017/18
169	Shares held by Executive Directors	Number	2017/18
170	Shares held by employees (when specified, through employees funds or trusts)	Number	2017/18
171	Options exercised and share grants vested (employees - Executive Directors)	Number	2017/18
172	Employee share purchases	Number	2017/18
173	Employees' stake in ownership structure	%	2017/18
174	Significant employees' stake (1 to 6%)?	0/1	2017/18
175	Strategic employees' stake (6 to 20%)?	0/1	2017/18
176	Determining employees' stake (20 to 50%)?	0/1	2017/18
177	Controlling employees' stake (50 to 100%)?	0/1	2017/18
178	Capitalization held by employees	Million Euro	2017/18
179	Capitalization held by Executive Directors	Million Euro	2017/18
180	Capitalization held by ordinary employees	Million Euro	2017/18
181	Top Executives	Number	2017/18
182	Full information on Top Executives' shareholdings?	0/1	2017/18
183	Applying profit-sharing?	0/1	2017/18
184	Discrimination in voting rights	Description	2017/18
185	Discrimination in voting rights?	0/1	2017/18
186	Employee shareholders' representation on boards?	0/1	2017/18
187	Employee representation on boards?	0/1	2017/18
188	Executive owners on boards?	0/1	2017/18
189	Employee representation on boards	Description	2017/18
190	Board structure	Description	2017/18
191	One-tier board structure?	0/1	2017/18

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
192	Two-tier board structure?	0/1	2017/18
193	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2017/18
194	Controlling shareholder's stake	%	2017/18
195	Controlling shareholder	Description	2017/18
YEAR 2016/17			
196	Market capitalization on May 15, 2017	Million Euro	2016/17
197	Employees	Number	2016/17
198	Shares (allotted, called up and fully paid - own shares deducted)	Number	2016/17
199	Employee shareholders (employee owners)	Number	2016/17
200	New employee share plan in current year?	0/1	2016/17
201	Number of shares held by employees published by company?	0/1	2016/17
202	Employee Stock Options?	0/1	2016/17
203	Broad-based employee share plans?	0/1	2016/17
204	Employee (share) ownership in some extent?	0/1	2016/17
205	Employee share plans?	0/1	2016/17
206	Shares held by Executive Directors	Number	2016/17
207	Shares held by employees (when specified, through employees funds or trusts)	Number	2016/17
208	Options exercised and share grants vested (employees - Executive Directors)	Number	2016/17
209	Employee share purchases	Number	2016/17
210	Employees' stake in ownership structure	%	2016/17
211	Significant employees' stake (1 to 6%)?	0/1	2016/17
212	Strategic employees' stake (6 to 20%)?	0/1	2016/17
213	Determining employees' stake (20 to 50%)?	0/1	2016/17
214	Controlling employees' stake (50 to 100%)?	0/1	2016/17
215	Capitalization held by employees	Million Euro	2016/17
216	Capitalization held by Executive Directors	Million Euro	2016/17
217	Capitalization held by ordinary employees	Million Euro	2016/17
218	Top Executives	Number	2016/17
219	Full information on Top Executives' shareholdings?	0/1	2016/17
220	Applying profit-sharing?	0/1	2016/17
221	Discrimination in voting rights	Description	2016/17
222	Discrimination in voting rights?	0/1	2016/17
223	Employee shareholders' representation on boards?	0/1	2016/17
224	Employee representation on boards?	0/1	2016/17
225	Executive owners on boards?	0/1	2016/17
226	Employee representation on boards	Description	2016/17
227	Board structure	Description	2016/17
228	One-tier board structure?	0/1	2016/17
229	Two-tier board structure?	0/1	2016/17
230	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2016/17
231	Controlling shareholder's stake	%	2016/17
232	Controlling shareholder	Description	2016/17
YEAR 2015/16			
233	Market capitalization on May 15, 2016	Million Euro	2015/16
234	Employees	Number	2015/16
235	Shares (allotted, called up and fully paid - own shares deducted)	Number	2015/16
236	Employee shareholders (employee owners)	Number	2015/16
237	New employee share plan in current year?	0/1	2015/16
238	Number of shares held by employees published by company?	0/1	2015/16

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
239	Employee Stock Options?	0/1	2015/16
240	Broad-based employee share plans?	0/1	2015/16
241	Employee (share) ownership in some extent?	0/1	2015/16
242	Employee share plans?	0/1	2015/16
243	Shares held by Executive Directors	Number	2015/16
244	Shares held by employees (when specified, through employees funds or trusts)	Number	2015/16
245	Options exercised and share grants vested (employees - Executive Directors)	Number	2015/16
246	Employee share purchases	Number	2015/16
247	Employees' stake in ownership structure	%	2015/16
248	Significant employees' stake (1 to 6%)?	0/1	2015/16
249	Strategic employees' stake (6 to 20%)?	0/1	2015/16
250	Determining employees' stake (20 to 50%)?	0/1	2015/16
251	Controlling employees' stake (50 to 100%)?	0/1	2015/16
252	Capitalization held by employees	Million Euro	2015/16
253	Capitalization held by Executive Directors	Million Euro	2015/16
254	Capitalization held by ordinary employees	Million Euro	2015/16
255	Top Executives	Number	2015/16
256	Full information on Top Executives' shareholdings?	0/1	2015/16
257	Applying profit-sharing?	0/1	2015/16
258	Discrimination in voting rights	Description	2015/16
259	Discrimination in voting rights?	0/1	2015/16
260	Employee shareholders' representation on boards?	0/1	2015/16
261	Employee representation on boards?	0/1	2015/16
262	Executive owners on boards?	0/1	2015/16
263	Employee representation on boards	Description	2015/16
264	Board structure	Description	2015/16
265	One-tier board structure?	0/1	2015/16
266	Two-tier board structure?	0/1	2015/16
267	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2015/16
268	Controlling shareholder's stake	%	2015/16
269	Controlling shareholder	Description	2015/16
YEAR 2014/15			
270	Market capitalization on May 15, 2015	Million Euro	2014/15
271	Employees	Number	2014/15
272	Shares (allotted, called up and fully paid - own shares deducted)	Number	2014/15
273	Employee shareholders (employee owners)	Number	2014/15
274	New employee share plan in current year?	0/1	2014/15
275	Number of shares held by employees published by company?	0/1	2014/15
276	Employee Stock Options?	0/1	2014/15
277	Broad-based employee share plans?	0/1	2014/15
278	Employee (share) ownership in some extent?	0/1	2014/15
279	Employee share plans?	0/1	2014/15
280	Shares held by Executive Directors	Number	2014/15
281	Shares held by employees (when specified, through employees funds or trusts)	Number	2014/15
282	Options exercised and share grants vested (employees - Executive Directors)	Number	2014/15
283	Employee share purchases	Number	2014/15
284	Employees' stake in ownership structure	%	2014/15
285	Significant employees' stake (1 to 6%)?	0/1	2014/15
286	Strategic employees' stake (6 to 20%)?	0/1	2014/15

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
287	Determining employees' stake (20 to 50%)?	0/1	2014/15
288	Controlling employees' stake (50 to 100%)?	0/1	2014/15
289	Capitalization held by employees	Million Euro	2014/15
290	Capitalization held by Executive Directors	Million Euro	2014/15
291	Capitalization held by ordinary employees	Million Euro	2014/15
292	Top Executives	Number	2014/15
293	Full information on Top Executives' shareholdings?	0/1	2014/15
294	Applying profit-sharing?	0/1	2014/15
295	Discrimination in voting rights	Description	2014/15
296	Discrimination in voting rights?	0/1	2014/15
297	Employee shareholders' representation on boards?	0/1	2014/15
298	Employee representation on boards?	0/1	2014/15
299	Executive owners on boards?	0/1	2014/15
300	Employee representation on boards	Description	2014/15
301	Board structure	Description	2014/15
302	One-tier board structure?	0/1	2014/15
303	Two-tier board structure?	0/1	2014/15
304	Controlling shareholder? (Founders, Executive, Family, Private, Foundation, Corporate, State, Employees)	Classes	2014/15
305	Controlling shareholder's stake	%	2014/15
306	Controlling shareholder	Description	2014/15
YEAR 2013/14			
307	Market capitalization on May 15, 2014	Million Euro	2013/14
308	Employees	Number	2013/14
309	Shares (allotted, called up and fully paid - own shares deducted)	Number	2013/14
310	Employee shareholders (employee owners)	Number	2013/14
311	New employee share plan in current year?	0/1	2013/14
312	Number of shares held by employees published by company?	0/1	2013/14
313	Employee Stock Options?	0/1	2013/14
314	Broad-based employee share plans?	0/1	2013/14
315	Employee (share) ownership in some extent?	0/1	2013/14
316	Employee share plans?	0/1	2013/14
317	Shares held by Executive Directors	Number	2013/14
318	Shares held by employees (when specified, through employees funds or trusts)	Number	2013/14
319	Options exercised and share grants vested (employees - Executive Directors)	Number	2013/14
320	Employee share purchases	Number	2013/14
321	Employees' stake in ownership structure	%	2013/14
322	Significant employees' stake (1 to 6%)?	0/1	2013/14
323	Strategic employees' stake (6 to 20%)?	0/1	2013/14
324	Determining employees' stake (20 to 50%)?	0/1	2013/14
325	Controlling employees' stake (50 to 100%)?	0/1	2013/14
326	Capitalization held by employees	Million Euro	2013/14
327	Capitalization held by Executive Directors	Million Euro	2013/14
328	Capitalization held by ordinary employees	Million Euro	2013/14
329	Top Executives	Number	2013/14
330	Full information on Top Executives' shareholdings?	0/1	2013/14
331	Applying profit-sharing?	0/1	2013/14
332	Discrimination in voting rights	Description	2013/14
333	Discrimination in voting rights?	0/1	2013/14
334	Employee shareholders' representation on boards?	0/1	2013/14

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
335	Employee representation on boards?	0/1	2013/14
336	Executive owners on boards?	0/1	2013/14
337	Employee representation on boards	Description	2013/14
338	Board structure	Description	2013/14
339	One-tier board structure?	0/1	2013/14
340	Two-tier board structure?	0/1	2013/14
YEAR 2012/13			
341	Market capitalization on May 15, 2013	Million Euro	2012/13
342	Employees	Number	2012/13
343	Shares (allotted, called up and fully paid - own shares deducted)	Number	2012/13
344	Employee shareholders (employee owners)	Number	2012/13
345	New employee share plan in current year?	0/1	2012/13
346	Number of shares held by employees published by company?	0/1	2012/13
347	Employee Stock Options?	0/1	2012/13
348	Broad-based employee share plans?	0/1	2012/13
349	Employee (share) ownership in some extent?	0/1	2012/13
350	Employee share plans?	0/1	2012/13
351	Shares held by Executive Directors	Number	2012/13
352	Shares held by employees (when specified, through employees funds or trusts)	Number	2012/13
353	Options exercised and share grants vested (employees - Executive Directors)	Number	2012/13
354	Employee share purchases	Number	2012/13
355	Employees' stake in ownership structure	%	2012/13
356	Significant employees' stake (1 to 6%)?	0/1	2012/13
357	Strategic employees' stake (6 to 20%)?	0/1	2012/13
358	Determining employees' stake (20 to 50%)?	0/1	2012/13
359	Controlling employees' stake (50 to 100%)?	0/1	2012/13
360	Capitalization held by employees	Million Euro	2012/13
361	Capitalization held by Executive Directors	Million Euro	2012/13
362	Capitalization held by ordinary employees	Million Euro	2012/13
363	Top Executives	Number	2012/13
364	Full information on Top Executives' shareholdings?	0/1	2012/13
365	Applying of profit-sharing?	0/1	2012/13
366	Discrimination in voting rights	Description	2012/13
367	Discrimination in voting rights?	0/1	2012/13
368	Employee shareholders' representation on boards?	0/1	2012/13
369	Employee representation on boards?	0/1	2012/13
370	Executive owners on boards?	0/1	2012/13
371	Employee representation on boards	Description	2012/13
372	Board structure	Description	2012/13
373	One-tier board structure?	0/1	2012/13
374	Two-tier board structure?	0/1	2012/13
YEAR 2011/12			
375	Market capitalization on May 15, 2012	Million Euro	2011/12
376	Employees	Number	2011/12
377	Shares (allotted, called up and fully paid - own shares deducted)	Number	2011/12
378	Employee shareholders (employee owners)	Number	2011/12
379	New employee share plan in current year?	0/1	2011/12
380	Number of shares held by employees published by company?	0/1	2011/12
381	Employee Stock Options?	0/1	2011/12

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
382	Broad-based employee share plans?	0/1	2011/12
383	Employee (share) ownership in some extent?	0/1	2011/12
384	Employee share plans?	0/1	2011/12
385	Shares held by Executive Directors	Number	2011/12
386	Shares held by employees (when specified, through employees funds or trusts)	Number	2011/12
387	Options exercised and share grants vested (employees - Executive Directors)	Number	2011/12
388	Employee share purchases	Number	2011/12
389	Employees' stake in ownership structure	%	2011/12
390	Significant employees' stake (1 to 6%)?	0/1	2011/12
391	Strategic employees' stake (6 to 20%)?	0/1	2011/12
392	Determining employees' stake (20 to 50%)?	0/1	2011/12
393	Controlling employees' stake (50 to 100%)?	0/1	2011/12
394	Capitalization held by employees	Million Euro	2011/12
395	Capitalization held by Executive Directors	Million Euro	2011/12
396	Capitalization held by ordinary employees	Million Euro	2011/12
397	Top Executives	Number	2011/12
YEAR 2010/11			
398	Market capitalization on May 15, 2011	Million Euro	2010/11
399	Employees	Number	2010/11
400	Shares (allotted, called up and fully paid - own shares deducted)	Number	2010/11
401	Employee shareholders (employee owners)	Number	2010/11
402	New employee share plan in current year?	0/1	2010/11
403	Number of shares held by employees published by company?	0/1	2010/11
404	Employee Stock Options?	0/1	2010/11
405	Broad-based employee share plans?	0/1	2010/11
406	Employee (share) ownership in some extent?	0/1	2010/11
407	Employee share plans?	0/1	2010/11
408	Shares held by Executive Directors	Number	2010/11
409	Shares held by employees (when specified, through employees funds or trusts)	Number	2010/11
410	Options exercised and share grants vested (employees - Executive Directors)	Number	2010/11
411	Employee share purchases	Number	2010/11
412	Employees' stake in ownership structure	%	2010/11
413	Significant employees' stake (1 to 6%)?	0/1	2010/11
414	Strategic employees' stake (6 to 20%)?	0/1	2010/11
415	Determining employees' stake (20 to 50%)?	0/1	2010/11
416	Controlling employees' stake (50 to 100%)?	0/1	2010/11
417	Capitalization held by employees	Million Euro	2010/11
418	Capitalization held by Executive Directors	Million Euro	2010/11
419	Capitalization held by ordinary employees	Million Euro	2010/11
420	Top Executives	Number	2010/11
YEAR 2009/10			
421	Market capitalization on May 15, 2010	Million Euro	2009/10
422	Employees	Number	2009/10
423	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
424	Employee shareholders (employee owners)	Number	2009/10
425	New employee share plan in current year?	0/1	2009/10
426	Number of shares held by employees published by company?	0/1	2009/10
427	Employee Stock Options?	0/1	2009/10
428	Broad-based employee share plans?	0/1	2009/10

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
429	Employee (share) ownership in some extent?	0/1	2009/10
430	Employee share plans?	0/1	2009/10
431	Shares held by Executive Directors	Number	2009/10
432	Shares held by employees (when specified, through employees funds or trusts)	Number	2009/10
433	Options exercised and share grants vested (employees - Executive Directors)	Number	2009/10
434	Employee share purchases	Number	2009/10
435	Employees' stake in ownership structure	%	2009/10
436	Significant employees' stake (1 to 6%)?	0/1	2009/10
437	Strategic employees' stake (6 to 20%)?	0/1	2009/10
438	Determining employees' stake (20 to 50%)?	0/1	2009/10
439	Controlling employees' stake (50 to 100%)?	0/1	2009/10
440	Capitalization held by employees	Million Euro	2009/10
441	Capitalization held by Executive Directors	Million Euro	2009/10
442	Capitalization held by ordinary employees	Million Euro	2009/10
443	Top Executives	Number	2009/10
YEAR 2008/9			
444	Market capitalization on May 15, 2009	Million Euro	2008/9
445	Employees	Number	2008/9
446	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
447	Employee shareholders (employee owners)	Number	2008/9
448	New employee share plan in current year?	0/1	2008/9
449	Number of shares held by employees published by company?	0/1	2008/9
450	Employee Stock Options?	0/1	2008/9
451	Broad-based employee share plans?	0/1	2008/9
452	Employee (share) ownership in some extent?	0/1	2008/9
453	Employee share plans?	0/1	2008/9
454	Shares held by Executive Directors	Number	2008/9
455	Shares held by employees (when specified, through employees funds or trusts)	Number	2008/9
456	Options exercised and share grants vested (employees - Executive Directors)	Number	2008/9
457	Employee share purchases	Number	2008/9
458	Employees' stake in ownership structure	%	2008/9
459	Significant employees' stake (1 to 6%)?	0/1	2008/9
460	Strategic employees' stake (6 to 20%)?	0/1	2008/9
461	Determining employees' stake (20 to 50%)?	0/1	2008/9
462	Controlling employees' stake (50 to 100%)?	0/1	2008/9
463	Capitalization held by employees	Million Euro	2008/9
464	Capitalization held by Executive Directors	Million Euro	2008/9
465	Capitalization held by ordinary employees	Million Euro	2008/9
466	Top Executives	Number	2008/9
YEAR 2007/8			
467	Market capitalization on May 15, 2008	Million Euro	2007/8
468	Employees	Number	2007/8
469	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
470	Employee shareholders (employee owners)	Number	2007/8
471	New employee share plan in current year?	0/1	2007/8
472	Number of shares held by employees published by company?	0/1	2007/8
473	Employee Stock Options?	0/1	2007/8
474	Broad-based employee share plans?	0/1	2007/8
475	Employee (share) ownership in some extent?	0/1	2007/8

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
476	Employee share plans?	0/1	2007/8
477	Shares held by Executive Directors	Number	2007/8
478	Shares held by employees (when specified, through employees funds or trusts)	Number	2007/8
479	Options exercised and share grants vested (employees - Executive Directors)	Number	2007/8
480	Employee share purchases	Number	2007/8
481	Employees' stake in ownership structure	%	2007/8
482	Significant employees' stake (1 to 6%)?	0/1	2007/8
483	Strategic employees' stake (6 to 20%)?	0/1	2007/8
484	Determining employees' stake (20 to 50%)?	0/1	2007/8
485	Controlling employees' stake (50 to 100%)?	0/1	2007/8
486	Capitalization held by employees	Million Euro	2007/8
487	Capitalization held by Executive Directors	Million Euro	2007/8
488	Capitalization held by ordinary employees	Million Euro	2007/8
YEAR 2006/7			
489	Market capitalization on May 15, 2007	Million Euro	2006/7
490	Employees	Number	2006/7
491	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
492	Employee shareholders (employee owners)	Number	2006/7
493	New employee share plan in current year?	0/1	2006/7
494	Number of shares held by employees published by company?	0/1	2006/7
495	Employee Stock Options?	0/1	2006/7
496	Broad-based employee share plans?	0/1	2006/7
497	Employee (share) ownership in some extent?	0/1	2006/7
498	Employee share plans?	0/1	2006/7
499	Shares held by Executive Directors	Number	2006/7
500	Shares held by employees (when specified, through employees funds or trusts)	Number	2006/7
501	Options exercised and share grants vested (employees - Executive Directors)	Number	2006/7
502	Employee share purchases	Number	2006/7
503	Employees' stake in ownership structure	%	2006/7
504	Significant employees' stake (1 to 6%)?	0/1	2006/7
505	Strategic employees' stake (6 to 20%)?	0/1	2006/7
506	Determining employees' stake (20 to 50%)?	0/1	2006/7
507	Controlling employees' stake (50 to 100%)?	0/1	2006/7
508	Capitalization held by employees	Million Euro	2006/7
509	Capitalization held by Executive Directors	Million Euro	2006/7
510	Capitalization held by ordinary employees	Million Euro	2006/7
YEAR 2005/6			
511	Market capitalization on May 15, 2006	Million Euro	2005/6
512	Employees	Number	2005/6
513	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
514	Number of shares held by employees published by company?	0/1	2005/6
515	Employee Stock Options?	0/1	2005/6
516	Broad-based employee share plans?	0/1	2005/6
517	Employee (share) ownership in some extent?	0/1	2005/6
518	Employee share plans?	0/1	2005/6
519	Shares held by Executive Directors	Number	2005/6
520	Shares held by employees (when specified, through employees funds or trusts)	Number	2005/6
521	Options exercised and share grants vested (employees - Executive Directors)	Number	2005/6
522	Employee share purchases	Number	2005/6

Table of data on employee share ownership in European companies			
Data	Description	Unit	Year
523	Employees' stake in ownership structure	%	2005/6
524	Significant employees' stake (1 to 6%)?	0/1	2005/6
525	Strategic employees' stake (6 to 20%)?	0/1	2005/6
526	Determining employees' stake (20 to 50%)?	0/1	2005/6
527	Controlling employees' stake (50 to 100%)?	0/1	2005/6
528	Capitalization held by employees	Million Euro	2005/6
529	% of employees located in basic country	%	2021/22
530	% of employees located in basic country	%	2020/21
531	% of employees located in basic country	%	2019/20
532	% of employees located in basic country	%	2018/19
533	% of employees located in basic country	%	2017/18
534	% of employees located in basic country	%	2016/17
535	% of employees located in basic country	%	2015/16
536	% of employees located in basic country	%	2014/15
537	% of employees located in basic country	%	2013/14
538	% of employees located in basic country	%	2012/13
539	% of employees located in basic country	%	2011/12
540	% of employees located in basic country	%	2010/11
541	% of employees located in basic country	%	2009/10
542	% of employees located in basic country	%	2008/09
543	% of employees located in basic country	%	2007/08
544	% of employees located in basic country	%	2006/07
545	% of employees located in basic country	%	2005/06

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2021/22			
1	Companies	Numbers	2021/22
2	Average date of first employee share plan	Year	2021/22
3	Companies having launched new employee share plans	Numbers	2021/22
4	Companies having published Employees' stake in ownership structure	Numbers	2021/22
5	Companies having stock options	Numbers	2021/22
6	Companies having broad-based employee share plans	Numbers	2021/22
7	Companies having employee share ownership	Numbers	2021/22
8	Companies having employee share plans	Numbers	2021/22
9	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2021/22
10	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2021/22
11	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2021/22
12	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2021/22
13	Stock Market Capitalisation in May 2022	Million Euro	2021/22
14	Employees	Numbers	2021/22
15	Employee owners	Numbers	2021/22
16	Employee owners in % of employees	%	2021/22
17	Employees' stake in ownership structure (EO)	%	2021/22
18	Top Executives' stake in ownership structure (EXEC)	%	2021/22
19	Ordinary employees' stake in ownership structure (NonEXEC)	%	2021/22
ALL COMPANIES, YEAR 2020/21			
20	Companies having launched new employee share plans	Numbers	2020/21
21	Companies having published Employees' stake in ownership structure	Numbers	2020/21
22	Companies having stock options	Numbers	2020/21
23	Companies having broad-based employee share plans	Numbers	2020/21
24	Companies having employee share ownership	Numbers	2020/21
25	Companies having employee share plans	Numbers	2020/21
26	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2020/21
27	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2020/21
28	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2020/21
29	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2020/21
30	Stock Market Capitalisation in May 2021	Million Euro	2020/21
31	Employees	Numbers	2020/21
32	Employee owners	Numbers	2020/21
33	Employee owners in % of employees	%	2020/21
34	Employees' stake in ownership structure (EO)	%	2020/21
35	Top Executives' stake in ownership structure (EXEC)	%	2020/21
36	Ordinary employees' stake in ownership structure (NonEXEC)	%	2020/21
ALL COMPANIES, YEAR 2019/20			
37	Companies having launched new employee share plans	Numbers	2019/20
38	Companies having published Employees' stake in ownership structure	Numbers	2019/20
39	Companies having stock options	Numbers	2019/20
40	Companies having broad-based employee share plans	Numbers	2019/20
41	Companies having employee share ownership	Numbers	2019/20
42	Companies having employee share plans	Numbers	2019/20
43	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2019/20
44	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2019/20
45	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2019/20
46	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2019/20
47	Stock Market Capitalisation in May 2020	Million Euro	2019/20
48	Employees	Numbers	2019/20
49	Employee owners	Numbers	2019/20
50	Employee owners in % of employees	%	2019/20
51	Employees' stake in ownership structure (EO)	%	2019/20
52	Top Executives' stake in ownership structure (EXEC)	%	2019/20
53	Ordinary employees' stake in ownership structure (NonEXEC)	%	2019/20
ALL COMPANIES, YEAR 2018/19			
54	Companies having launched new employee share plans	Numbers	2018/19

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
55	Companies having published Employees' stake in ownership structure	Numbers	2018/19
56	Companies having stock options	Numbers	2018/19
57	Companies having broad-based employee share plans	Numbers	2018/19
58	Companies having employee share ownership	Numbers	2018/19
59	Companies having employee share plans	Numbers	2018/19
60	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2018/19
61	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2018/19
62	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2018/19
63	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2018/19
64	Stock Market Capitalisation in May 2019	Million Euro	2018/19
65	Employees	Numbers	2018/19
66	Employee owners	Numbers	2018/19
67	Employee owners in % of employees	%	2018/19
68	Employees' stake in ownership structure (EO)	%	2018/19
69	Top Executives' stake in ownership structure (EXEC)	%	2018/19
70	Ordinary employees' stake in ownership structure (NonEXEC)	%	2018/19
ALL COMPANIES, YEAR 2017/18			
71	Companies having launched new employee share plans	Numbers	2017/18
72	Companies having published Employees' stake in ownership structure	Numbers	2017/18
73	Companies having stock options	Numbers	2017/18
74	Companies having broad-based employee share plans	Numbers	2017/18
75	Companies having employee share ownership	Numbers	2017/18
76	Companies having employee share plans	Numbers	2017/18
77	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2017/18
78	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2017/18
79	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2017/18
80	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2017/18
81	Stock Market Capitalisation in May 2018	Million Euro	2017/18
82	Employees	Numbers	2017/18
83	Employee owners	Numbers	2017/18
84	Employee owners in % of employees	%	2017/18
85	Employees' stake in ownership structure (EO)	%	2017/18
86	Top Executives' stake in ownership structure (EXEC)	%	2017/18
87	Ordinary employees' stake in ownership structure (NonEXEC)	%	2017/18
ALL COMPANIES, YEAR 2016/17			
88	Companies having launched new employee share plans	Numbers	2016/17
89	Companies having published Employees' stake in ownership structure	Numbers	2016/17
90	Companies having stock options	Numbers	2016/17
91	Companies having broad-based employee share plans	Numbers	2016/17
92	Companies having employee share ownership	Numbers	2016/17
93	Companies having employee share plans	Numbers	2016/17
94	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2016/17
95	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2016/17
96	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2016/17
97	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2016/17
98	Stock Market Capitalisation in May 2017	Million Euro	2016/17
99	Employees	Numbers	2016/17
100	Employee owners	Numbers	2016/17
101	Employee owners in % of employees	%	2016/17
102	Employees' stake in ownership structure (EO)	%	2016/17
103	Top Executives' stake in ownership structure (EXEC)	%	2016/17
104	Ordinary employees' stake in ownership structure (NonEXEC)	%	2016/17
ALL COMPANIES, YEAR 2015/16			
105	Companies having launched new employee share plans	Numbers	2015/16
106	Companies having published Employees' stake in ownership structure	Numbers	2015/16
107	Companies having stock options	Numbers	2015/16
108	Companies having broad-based employee share plans	Numbers	2015/16
109	Companies having employee share ownership	Numbers	2015/16

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
110	Companies having employee share plans	Numbers	2015/16
111	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
112	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2015/16
113	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
114	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
115	Stock Market Capitalisation in May 2016	Million Euro	2015/16
116	Employees	Numbers	2015/16
117	Employee owners	Numbers	2015/16
118	Employee owners in % of employees	%	2015/16
119	Employees' stake in ownership structure (EO)	%	2015/16
120	Top Executives' stake in ownership structure (EXEC)	%	2015/16
121	Ordinary employees' stake in ownership structure (NonEXEC)	%	2015/16
ALL COMPANIES, YEAR 2014/15			
122	Companies having launched new employee share plans	Numbers	2014/15
123	Companies having published Employees' stake in ownership structure	Numbers	2014/15
124	Companies having stock options	Numbers	2014/15
125	Companies having broad-based employee share plans	Numbers	2014/15
126	Companies having employee share ownership	Numbers	2014/15
127	Companies having employee share plans	Numbers	2014/15
128	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
129	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2014/15
130	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
131	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
132	Stock Market Capitalisation in May 2015	Million Euro	2014/15
133	Employees	Numbers	2014/15
134	Employee owners	Numbers	2014/15
135	Employee owners in % of employees	%	2014/15
136	Employees' stake in ownership structure (EO)	%	2014/15
137	Top Executives' stake in ownership structure (EXEC)	%	2014/15
138	Ordinary employees' stake in ownership structure (NonEXEC)	%	2014/15
ALL COMPANIES, YEAR 2013/14			
139	Companies having launched new employee share plans	Numbers	2013/14
140	Companies having published Employees' stake in ownership structure	Numbers	2013/14
141	Companies having stock options	Numbers	2013/14
142	Companies having broad-based employee share plans	Numbers	2013/14
143	Companies having employee share ownership	Numbers	2013/14
144	Companies having employee share plans	Numbers	2013/14
145	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
146	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2013/14
147	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
148	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
149	Stock Market Capitalisation in May 2014	Million Euro	2013/14
150	Employees	Numbers	2013/14
151	Employee owners	Numbers	2013/14
152	Employee owners in % of employees	%	2013/14
153	Employees' stake in ownership structure (EO)	%	2013/14
154	Top Executives' stake in ownership structure (EXEC)	%	2013/14
155	Ordinary employees' stake in ownership structure (NonEXEC)	%	2013/14
ALL COMPANIES, YEAR 2012/13			
156	Companies having launched new employee share plans	Numbers	2012/13
157	Companies having published Employees' stake in ownership structure	Numbers	2012/13
158	Companies having stock options	Numbers	2012/13
159	Companies having broad-based employee share plans	Numbers	2012/13
160	Companies having employee share ownership	Numbers	2012/13
161	Companies having employee share plans	Numbers	2012/13
162	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
163	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2012/13
164	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
165	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
166	Capitalisation in May 2013	Million Euro	2012/13
167	Employees	Numbers	2012/13
168	Employee owners	Numbers	2012/13
169	Employee owners in % of employees	%	2012/13
170	Employees' stake in ownership structure (EO)	%	2012/13
171	Top Executives' stake in ownership structure (EXEC)	%	2012/13
172	Ordinary employees' stake in ownership structure (NonEXEC)	%	2012/13
ALL COMPANIES, YEAR 2011/12			
173	Companies having launched new employee share plans	Numbers	2011/12
174	Companies having published Employees' stake in ownership structure	Numbers	2011/12
175	Companies having stock options	Numbers	2011/12
176	Companies having broad-based employee share plans	Numbers	2011/12
177	Companies having employee share ownership	Numbers	2011/12
178	Companies having employee share plans	Numbers	2011/12
179	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12
180	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2011/12
181	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
182	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
183	Capitalisation in May 2012	Million Euro	2011/12
184	Employees	Numbers	2011/12
185	Employee owners	Numbers	2011/12
186	Employee owners in % of employees	%	2011/12
187	Employees' stake in ownership structure (EO)	%	2011/12
188	Top Executives' stake in ownership structure (EXEC)	%	2011/12
189	Ordinary employees' stake in ownership structure (NonEXEC)	%	2011/12
ALL COMPANIES, YEAR 2010/11			
190	Companies having launched new employee share plans	Numbers	2010/11
191	Companies having published Employees' stake in ownership structure	Numbers	2010/11
192	Companies having stock options	Numbers	2010/11
193	Companies having broad-based employee share plans	Numbers	2010/11
194	Companies having employee share ownership	Numbers	2010/11
195	Companies having employee share plans	Numbers	2010/11
196	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
197	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2010/11
198	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
199	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
200	Capitalisation in May 2011	Million Euro	2010/11
201	Employees	Numbers	2010/11
202	Employee owners	Numbers	2010/11
203	Employee owners in % of employees	%	2010/11
204	Employees' stake in ownership structure (EO)	%	2010/11
205	Top Executives' stake in ownership structure (EXEC)	%	2010/11
206	Ordinary employees' stake in ownership structure (NonEXEC)	%	2010/11
ALL COMPANIES, YEAR 2009/10			
207	Companies having launched new employee share plans	Numbers	2009/10
208	Companies having published Employees' stake in ownership structure	Numbers	2009/10
209	Companies having stock options	Numbers	2009/10
210	Companies having broad-based employee share plans	Numbers	2009/10
211	Companies having employee share ownership	Numbers	2009/10
212	Companies having employee share plans	Numbers	2009/10
213	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
214	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2009/10
215	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
216	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
217	Capitalisation in May 2010	Million Euro	2009/10
218	Employees	Numbers	2009/10
219	Employee owners	Numbers	2009/10

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
220	Employee owners in % of employees	%	2009/10
221	Employees' stake in ownership structure (EO)	%	2009/10
222	Top Executives' stake in ownership structure (EXEC)	%	2009/10
223	Ordinary employees' stake in ownership structure (NonEXEC)	%	2009/10
ALL COMPANIES, YEAR 2008/9			
224	Companies having launched new employee share plans	Numbers	2008/9
225	Companies having published Employees' stake in ownership structure	Numbers	2008/9
226	Companies having stock options	Numbers	2008/9
227	Companies having broad-based employee share plans	Numbers	2008/9
228	Companies having employee share ownership	Numbers	2008/9
229	Companies having employee share plans	Numbers	2008/9
230	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
231	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2008/9
232	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
233	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
234	Capitalisation in May 2009	Million Euro	2008/9
235	Employees	Numbers	2008/9
236	Employee owners	Numbers	2008/9
237	Employee owners in % of employees	%	2008/9
238	Employees' stake in ownership structure (EO)	%	2008/9
239	Top Executives' stake in ownership structure (EXEC)	%	2008/9
240	Ordinary employees' stake in ownership structure (NonEXEC)	%	2008/9
ALL COMPANIES, YEAR 2007/8			
241	Companies having launched new employee share plans	Numbers	2007/8
242	Companies having published Employees' stake in ownership structure	Numbers	2007/8
243	Companies having stock options	Numbers	2007/8
244	Companies having broad-based employee share plans	Numbers	2007/8
245	Companies having employee share ownership	Numbers	2007/8
246	Companies having employee share plans	Numbers	2007/8
247	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
248	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2007/8
249	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
250	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
251	Capitalisation in May 2008	Million Euro	2007/8
252	Employees	Numbers	2007/8
253	Employee owners	Numbers	2007/8
254	Employee owners in % of employees	%	2007/8
255	Employees' stake in ownership structure (EO)	%	2007/8
256	Top Executives' stake in ownership structure (EXEC)	%	2007/8
257	Ordinary employees' stake in ownership structure (NonEXEC)	%	2007/8
ALL COMPANIES, YEAR 2006/7			
258	Companies having launched new employee share plans	Numbers	2006/7
259	Companies having published Employees' stake in ownership structure	Numbers	2006/7
260	Companies having stock options	Numbers	2006/7
261	Companies having broad-based employee share plans	Numbers	2006/7
262	Companies having employee share ownership	Numbers	2006/7
263	Companies having employee share plans	Numbers	2006/7
264	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
265	Companies having EO>6% in ownership structure ("strategic ownership")	Numbers	2006/7
266	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
267	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
268	Capitalisation in May 2007	Million Euro	2006/7
269	Employees	Numbers	2006/7
270	Employee owners	Numbers	2006/7
271	Employee owners in % of employees	%	2006/7
272	Employees' stake in ownership structure (EO)	%	2006/7
273	Top Executives' stake in ownership structure (EXEC)	%	2006/7
274	Ordinary employees' stake in ownership structure (NonEXEC)	%	2006/7

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
ALL COMPANIES, YEAR 2005/6			
275	Companies having published Employees' stake in ownership structure	Numbers	2005/6
276	Companies having stock options	Numbers	2005/6
277	Companies having broad-based employee share plans	Numbers	2005/6
278	Companies having employee share ownership	Numbers	2005/6
279	Companies having employee share plans	Numbers	2005/6
280	Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
281	Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
282	Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
283	Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
284	Capitalisation in May 2006	Million Euro	2005/6
285	Employees	Numbers	2005/6
286	Employees' stake in ownership structure (EO)	%	2005/6
LISTED COMPANIES, YEAR 2021/22			
287	Listed Companies	Numbers	2021/22
288	Date of first employee share plan	Year	2021/22
289	Listed Companies having published Employees' stake in ownership structure	Numbers	2021/22
290	Listed Companies having stock options	Numbers	2021/22
291	Listed Companies having broad-based employee share plans	Numbers	2021/22
292	Listed Companies having employee share ownership	Numbers	2021/22
293	Listed Companies having employee share plans	Numbers	2021/22
294	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2021/22
295	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2021/22
296	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2021/22
297	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2021/22
298	Employees in listed companies having employee share plans	Numbers	2021/22
299	Employee owners in listed companies having employee share plans	Numbers	2021/22
300	Employee owners in % of all employees in listed companies having employee share plans	%	2021/22
301	Listed Companies applying profit sharing	Numbers	2021/22
302	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2021/22
303	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2021/22
304	Listed Companies having employee shareholders' representation on Boards	Numbers	2021/22
305	Listed Companies having employees representation on Boards	Numbers	2021/22
306	Listed Companies having Executive owners on Boards	Numbers	2021/22
307	Listed Companies having One-Tier Board structure	Numbers	2021/22
308	Listed Companies having Two-Tier Board structure	Numbers	2021/22
LISTED COMPANIES, YEAR 2020/21			
309	Listed Companies having published Employees' stake in ownership structure	Numbers	2020/21
310	Listed Companies having stock options	Numbers	2020/21
311	Listed Companies having broad-based employee share plans	Numbers	2020/21
312	Listed Companies having employee share ownership	Numbers	2020/21
313	Listed Companies having employee share plans	Numbers	2020/21
314	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2020/21
315	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2020/21
316	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2020/21
317	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2020/21
318	Employees in listed companies having employee share plans	Numbers	2020/21
319	Employee owners in listed companies having employee share plans	Numbers	2020/21
320	Employee owners in % of all employees in listed companies having employee share plans	%	2020/21
321	Listed Companies applying profit sharing	Numbers	2020/21
322	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2020/21
323	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2020/21
324	Listed Companies having employee shareholders' representation on Boards	Numbers	2020/21
325	Listed Companies having employees representation on Boards	Numbers	2020/21
326	Listed Companies having Executive owners on Boards	Numbers	2020/21
327	Listed Companies having One-Tier Board structure	Numbers	2020/21
328	Listed Companies having Two-Tier Board structure	Numbers	2020/21
LISTED COMPANIES, YEAR 2019/20			

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
329	Listed Companies having published Employees' stake in ownership structure	Numbers	2019/20
330	Listed Companies having stock options	Numbers	2019/20
331	Listed Companies having broad-based employee share plans	Numbers	2019/20
332	Listed Companies having employee share ownership	Numbers	2019/20
333	Listed Companies having employee share plans	Numbers	2019/20
334	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2019/20
335	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2019/20
336	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2019/20
337	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2019/20
338	Employees in listed companies having employee share plans	Numbers	2019/20
339	Employee owners in listed companies having employee share plans	Numbers	2019/20
340	Employee owners in % of all employees in listed companies having employee share plans	%	2019/20
341	Listed Companies applying profit sharing	Numbers	2019/20
342	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2019/20
343	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2019/20
344	Listed Companies having employee shareholders' representation on Boards	Numbers	2019/20
345	Listed Companies having employees representation on Boards	Numbers	2019/20
346	Listed Companies having Executive owners on Boards	Numbers	2019/20
347	Listed Companies having One-Tier Board structure	Numbers	2019/20
348	Listed Companies having Two-Tier Board structure	Numbers	2019/20
LISTED COMPANIES, YEAR 2018/19			
349	Listed Companies having published Employees' stake in ownership structure	Numbers	2018/19
350	Listed Companies having stock options	Numbers	2018/19
351	Listed Companies having broad-based employee share plans	Numbers	2018/19
352	Listed Companies having employee share ownership	Numbers	2018/19
353	Listed Companies having employee share plans	Numbers	2018/19
354	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2018/19
355	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2018/19
356	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2018/19
357	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2018/19
358	Employees in listed companies having employee share plans	Numbers	2018/19
359	Employee owners in listed companies having employee share plans	Numbers	2018/19
360	Employee owners in % of all employees in listed companies having employee share plans	%	2018/19
361	Listed Companies applying profit sharing	Numbers	2018/19
362	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2018/19
363	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2018/19
364	Listed Companies having employee shareholders' representation on Boards	Numbers	2018/19
365	Listed Companies having employees representation on Boards	Numbers	2018/19
366	Listed Companies having Executive owners on Boards	Numbers	2018/19
367	Listed Companies having One-Tier Board structure	Numbers	2018/19
368	Listed Companies having Two-Tier Board structure	Numbers	2018/19
LISTED COMPANIES, YEAR 2017/18			
369	Listed Companies having published Employees' stake in ownership structure	Numbers	2017/18
370	Listed Companies having stock options	Numbers	2017/18
371	Listed Companies having broad-based employee share plans	Numbers	2017/18
372	Listed Companies having employee share ownership	Numbers	2017/18
373	Listed Companies having employee share plans	Numbers	2017/18
374	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2017/18
375	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2017/18
376	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2017/18
377	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2017/18
378	Employees in listed companies having employee share plans	Numbers	2017/18
379	Employee owners in listed companies having employee share plans	Numbers	2017/18
380	Employee owners in % of all employees in listed companies having employee share plans	%	2017/18
381	Listed Companies applying profit sharing	Numbers	2017/18
382	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2017/18
383	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2017/18
384	Listed Companies having employee shareholders' representation on Boards	Numbers	2017/18

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
385	Listed Companies having employees representation on Boards	Numbers	2017/18
386	Listed Companies having Executive owners on Boards	Numbers	2017/18
387	Listed Companies having One-Tier Board structure	Numbers	2017/18
388	Listed Companies having Two-Tier Board structure	Numbers	2017/18
LISTED COMPANIES, YEAR 2016/17			
389	Listed Companies having published Employees' stake in ownership structure	Numbers	2016/17
390	Listed Companies having stock options	Numbers	2016/17
391	Listed Companies having broad-based employee share plans	Numbers	2016/17
392	Listed Companies having employee share ownership	Numbers	2016/17
393	Listed Companies having employee share plans	Numbers	2016/17
394	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2016/17
395	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2016/17
396	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2016/17
397	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2016/17
398	Employees in listed companies having employee share plans	Numbers	2016/17
399	Employee owners in listed companies having employee share plans	Numbers	2016/17
400	Employee owners in % of all employees in listed companies having employee share plans	%	2016/17
401	Listed Companies applying profit sharing	Numbers	2016/17
402	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2016/17
403	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2016/17
404	Listed Companies having employee shareholders' representation on Boards	Numbers	2016/17
405	Listed Companies having employees representation on Boards	Numbers	2016/17
406	Listed Companies having Executive owners on Boards	Numbers	2016/17
407	Listed Companies having One-Tier Board structure	Numbers	2016/17
408	Listed Companies having Two-Tier Board structure	Numbers	2016/17
LISTED COMPANIES, YEAR 2015/16			
409	Listed Companies having published Employees' stake in ownership structure	Numbers	2015/16
410	Listed Companies having stock options	Numbers	2015/16
411	Listed Companies having broad-based employee share plans	Numbers	2015/16
412	Listed Companies having employee share ownership	Numbers	2015/16
413	Listed Companies having employee share plans	Numbers	2015/16
414	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2015/16
415	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2015/16
416	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2015/16
417	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2015/16
418	Employees in listed companies having employee share plans	Numbers	2015/16
419	Employee owners in listed companies having employee share plans	Numbers	2015/16
420	Employee owners in % of all employees in listed companies having employee share plans	%	2015/16
421	Listed Companies applying profit sharing	Numbers	2015/16
422	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2015/16
423	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2015/16
424	Listed Companies having employee shareholders' representation on Boards	Numbers	2015/16
425	Listed Companies having employees representation on Boards	Numbers	2015/16
426	Listed Companies having Executive owners on Boards	Numbers	2015/16
427	Listed Companies having One-Tier Board structure	Numbers	2015/16
428	Listed Companies having Two-Tier Board structure	Numbers	2015/16
LISTED COMPANIES, YEAR 2014/15			
429	Listed Companies having published Employees' stake in ownership structure	Numbers	2014/15
430	Listed Companies having stock options	Numbers	2014/15
431	Listed Companies having broad-based employee share plans	Numbers	2014/15
432	Listed Companies having employee share ownership	Numbers	2014/15
433	Listed Companies having employee share plans	Numbers	2014/15
434	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2014/15
435	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2014/15
436	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2014/15
437	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2014/15
438	Employees in listed companies having employee share plans	Numbers	2014/15
439	Employee owners in listed companies having employee share plans	Numbers	2014/15

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
440	Employee owners in % of all employees in listed companies having employee share plans	%	2014/15
441	Listed Companies applying profit sharing	Numbers	2014/15
442	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2014/15
443	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2014/15
444	Listed Companies having employee shareholders' representation on Boards	Numbers	2014/15
445	Listed Companies having employees representation on Boards	Numbers	2014/15
446	Listed Companies having Executive owners on Boards	Numbers	2014/15
447	Listed Companies having One-Tier Board structure	Numbers	2014/15
448	Listed Companies having Two-Tier Board structure	Numbers	2014/15
LISTED COMPANIES, YEAR 2013/14			
449	Listed Companies having published Employees' stake in ownership structure	Numbers	2013/14
450	Listed Companies having stock options	Numbers	2013/14
451	Listed Companies having broad-based employee share plans	Numbers	2013/14
452	Listed Companies having employee share ownership	Numbers	2013/14
453	Listed Companies having employee share plans	Numbers	2013/14
454	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2013/14
455	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2013/14
456	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2013/14
457	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2013/14
458	Employees in listed companies having employee share plans	Numbers	2013/14
459	Employee owners in listed companies having employee share plans	Numbers	2013/14
460	Employee owners in % of all employees in listed companies having employee share plans	%	2013/14
461	Listed Companies applying profit sharing	Numbers	2013/14
462	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2013/14
463	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2013/14
464	Listed Companies having employee shareholders' representation on Boards	Numbers	2013/14
465	Listed Companies having employees representation on Boards	Numbers	2013/14
466	Listed Companies having Executive owners on Boards	Numbers	2013/14
467	Listed Companies having One-Tier Board structure	Numbers	2013/14
468	Listed Companies having Two-Tier Board structure	Numbers	2013/14
LISTED COMPANIES, YEAR 2012/13			
469	Listed Companies having published Employees' stake in ownership structure	Numbers	2012/13
470	Listed Companies having stock options	Numbers	2012/13
471	Listed Companies having broad-based employee share plans	Numbers	2012/13
472	Listed Companies having employee share ownership	Numbers	2012/13
473	Listed Companies having employee share plans	Numbers	2012/13
474	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2012/13
475	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2012/13
476	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2012/13
477	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2012/13
478	Employees in listed companies having employee share plans	Numbers	2012/13
479	Employee owners in listed companies having employee share plans	Numbers	2012/13
480	Employee owners in % of all employees in listed companies having employee share plans	%	2012/13
481	Listed Companies applying profit sharing	Numbers	2012/13
482	Listed Companies giving full information about Top Executives' shareholdings	Numbers	2012/13
483	Listed Companies applying discrimination to employee shareholders' voting rights	Numbers	2012/13
484	Listed Companies having employee shareholders' representation on Boards	Numbers	2012/13
485	Listed Companies having employees representation on Boards	Numbers	2012/13
486	Listed Companies having Executive owners on Boards	Numbers	2012/13
487	Listed Companies having One-Tier Board structure	Numbers	2012/13
488	Listed Companies having Two-Tier Board structure	Numbers	2012/13
LISTED COMPANIES, YEAR 2011/12			
489	Listed Companies having published Employees' stake in ownership structure	Numbers	2011/12
490	Listed Companies having stock options	Numbers	2011/12
491	Listed Companies having broad-based employee share plans	Numbers	2011/12
492	Listed Companies having employee share ownership	Numbers	2011/12
493	Listed Companies having employee share plans	Numbers	2011/12
494	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2011/12

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
495	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2011/12
496	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2011/12
497	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2011/12
498	Employees in listed companies having employee share plans	Numbers	2011/12
499	Employee owners in listed companies having employee share plans	Numbers	2011/12
500	Employee owners in % of all employees in listed companies having employee share plans	%	2011/12
LISTED COMPANIES, YEAR 2010/11			
501	Listed Companies having published Employees' stake in ownership structure	Numbers	2010/11
502	Listed Companies having stock options	Numbers	2010/11
503	Listed Companies having broad-based employee share plans	Numbers	2010/11
504	Listed Companies having employee share ownership	Numbers	2010/11
505	Listed Companies having employee share plans	Numbers	2010/11
506	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2010/11
507	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2010/11
508	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2010/11
509	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2010/11
510	Employees in listed companies having employee share plans	Numbers	2010/11
511	Employee owners in listed companies having employee share plans	Numbers	2010/11
512	Employee owners in % of all employees in listed companies having employee share plans	%	2010/11
LISTED COMPANIES, YEAR 2009/10			
513	Listed Companies having published Employees' stake in ownership structure	Numbers	2009/10
514	Listed Companies having stock options	Numbers	2009/10
515	Listed Companies having broad-based employee share plans	Numbers	2009/10
516	Listed Companies having employee share ownership	Numbers	2009/10
517	Listed Companies having employee share plans	Numbers	2009/10
518	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2009/10
519	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2009/10
520	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2009/10
521	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2009/10
522	Employees in listed companies having employee share plans	Numbers	2009/10
523	Employee owners in listed companies having employee share plans	Numbers	2009/10
524	Employee owners in % of all employees in listed companies having employee share plans	%	2009/10
LISTED COMPANIES, YEAR 2008/9			
525	Listed Companies having published Employees' stake in ownership structure	Numbers	2008/9
526	Listed Companies having stock options	Numbers	2008/9
527	Listed Companies having broad-based employee share plans	Numbers	2008/9
528	Listed Companies having employee share ownership	Numbers	2008/9
529	Listed Companies having employee share plans	Numbers	2008/9
530	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2008/9
531	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2008/9
532	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2008/9
533	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2008/9
534	Employees in listed companies having employee share plans	Numbers	2008/9
535	Employee owners in listed companies having employee share plans	Numbers	2008/9
536	Employee owners in % of all employees in listed companies having employee share plans	%	2008/9
LISTED COMPANIES, YEAR 2007/8			
537	Listed Companies having published Employees' stake in ownership structure	Numbers	2007/8
538	Listed Companies having stock options	Numbers	2007/8
539	Listed Companies having broad-based employee share plans	Numbers	2007/8
540	Listed Companies having employee share ownership	Numbers	2007/8
541	Listed Companies having employee share plans	Numbers	2007/8
542	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2007/8
543	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2007/8
544	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2007/8
545	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2007/8
546	Employees in listed companies having employee share plans	Numbers	2007/8
547	Employee owners in listed companies having employee share plans	Numbers	2007/8
548	Employee owners in % of all employees in listed companies having employee share plans	%	2007/8

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
LISTED COMPANIES, YEAR 2006/7			
549	Listed Companies having published Employees' stake in ownership structure	Numbers	2006/7
550	Listed Companies having stock options	Numbers	2006/7
551	Listed Companies having broad-based employee share plans	Numbers	2006/7
552	Listed Companies having employee share ownership	Numbers	2006/7
553	Listed Companies having employee share plans	Numbers	2006/7
554	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2006/7
555	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2006/7
556	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2006/7
557	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2006/7
558	Employees in listed companies having employee share plans	Numbers	2006/7
559	Employee owners in listed companies having employee share plans	Numbers	2006/7
560	Employee owners in % of all employees in listed companies having employee share plans	%	2006/7
LISTED COMPANIES, YEAR 2005/6			
561	Listed Companies having published Employees' stake in ownership structure	Numbers	2005/6
562	Listed Companies having stock options	Numbers	2005/6
563	Listed Companies having broad-based employee share plans	Numbers	2005/6
564	Listed Companies having employee share ownership	Numbers	2005/6
565	Listed Companies having employee share plans	Numbers	2005/6
566	Listed Companies having EO>1% in ownership structure ("significant" ownership)	Numbers	2005/6
567	Listed Companies having EO>6% in ownership structure ("strategic" ownership)	Numbers	2005/6
568	Listed Companies having EO>20% in ownership structure ("determining" ownership)	Numbers	2005/6
569	Listed Companies having EO>50% in ownership structure ("controlling" ownership)	Numbers	2005/6
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2021/22			
570	Non-listed Companies	Numbers	2021/22
571	Average date of birth	Year	2021/22
572	Stock Capitalisation	Million Euro	2021/22
573	Employees	Numbers	2021/22
574	Employee owners	Numbers	2021/22
575	Employee owners in % of employees	%	2021/22
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2020/21			
576	Stock Capitalisation	Million Euro	2020/21
577	Employees	Numbers	2020/21
578	Employee owners	Numbers	2020/21
579	Employee owners in % of employees	%	2020/21
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2019/20			
580	Stock Capitalisation	Million Euro	2019/20
581	Employees	Numbers	2019/20
582	Employee owners	Numbers	2019/20
583	Employee owners in % of employees	%	2019/20
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2018/19			
584	Stock Capitalisation	Million Euro	2018/19
585	Employees	Numbers	2018/19
586	Employee owners	Numbers	2018/19
587	Employee owners in % of employees	%	2018/19
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2017/18			
588	Stock Capitalisation	Million Euro	2017/18
589	Employees	Numbers	2017/18
590	Employee owners	Numbers	2017/18
591	Employee owners in % of employees	%	2017/18
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2016/17			
592	Stock Capitalisation	Million Euro	2016/17
593	Employees	Numbers	2016/17
594	Employee owners	Numbers	2016/17
595	Employee owners in % of employees	%	2016/17
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2015/16			
596	Stock Capitalisation	Million Euro	2015/16
597	Employees	Numbers	2015/16

Table of data on employee share ownership in European countries			
Data	Description	Unit	Year
598	Employee owners	Numbers	2015/16
599	Employee owners in % of employees	%	2015/16
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2014/15			
600	Stock Capitalisation	Million Euro	2014/15
601	Employees	Numbers	2014/15
602	Employee owners	Numbers	2014/15
603	Employee owners in % of employees	%	2014/15
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2013/14			
604	Stock Capitalisation	Million Euro	2013/14
605	Employees	Numbers	2013/14
606	Employee owners	Numbers	2013/14
607	Employee owners in % of employees	%	2013/14
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2012/13			
608	Stock Capitalisation	Million Euro	2012/13
609	Employees	Numbers	2012/13
610	Employee owners	Numbers	2012/13
611	Employee owners in % of employees	%	2012/13
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2011/12			
612	Stock Capitalisation	Million Euro	2011/12
613	Employees	Numbers	2011/12
614	Employee owners	Numbers	2011/12
615	Employee owners in % of employees	%	2011/12
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2010/11			
616	Stock Capitalisation	Million Euro	2010/11
617	Employees	Numbers	2010/11
618	Employee owners	Numbers	2010/11
619	Employee owners in % of employees	%	2010/11
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2009/10			
620	Stock Capitalisation	Million Euro	2009/10
621	Employees	Numbers	2009/10
622	Employee owners	Numbers	2009/10
623	Employee owners in % of employees	%	2009/10
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2008/9			
624	Stock Capitalisation	Million Euro	2008/9
625	Employees	Numbers	2008/9
626	Employee owners	Numbers	2008/9
627	Employee owners in % of employees	%	2008/9
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2007/8			
628	Stock Capitalisation	Million Euro	2007/8
629	Employees	Numbers	2007/8
630	Employee owners	Numbers	2007/8
631	Employee owners in % of employees	%	2007/8
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2006/7			
632	Stock Capitalisation	Million Euro	2006/7
633	Employees	Numbers	2006/7
634	Employee owners	Numbers	2006/7
635	Employee owners in % of employees	%	2006/7
NON-LISTED MAJORITY-EMPLOYEE-OWNED COMPANIES, YEAR 2005/6			
636	Stock Capitalisation	Million Euro	2005/6
637	Employees	Numbers	2005/6

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	1	2	3	4	5	6	7	8	9	10
	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22
	Companies	Date of first Empl. Share Plan	Companies having new share plans	Companies having published %EO	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%
	Numbers	Year	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	40	2.006	7	8	12	20	35	29	17	10
BE	60	2.003	33	2	43	16	55	51	33	21
BG	6	0	0	0	0	0	6	0	2	2
CH	168	2.003	62	12	90	62	167	152	75	25
CY	5	2.007	1	0	4	2	4	4	0	0
CZ	25	1.967	4	1	5	20	24	25	21	19
DA	77	2.005	30	5	57	35	75	74	32	13
DE	247	2.001	71	14	133	103	212	187	87	41
EE	8	2.011	0	0	3	1	7	4	2	0
ES	157	1.996	36	2	35	71	142	124	92	77
FI	84	2.007	59	2	52	41	83	82	35	9
FR	396	1.997	187	290	210	310	386	380	329	229
GR	38	2.006	6	0	22	6	32	26	18	16
HR	14	2.007	2	0	5	5	7	9	3	1
HU	10	2.000	2	3	5	6	8	9	5	3
IE	28	2.000	6	1	25	20	28	28	13	3
IS	10	2.009	3	1	7	2	9	8	4	2
IT	414	1.993	58	252	83	294	406	391	339	317
LT	8	2.018	1	0	0	2	8	4	3	1
LU	17	2.010	8	0	12	1	15	15	6	3
LV	1	0	0	0	0	0	0	0	0	0
MT	12	2.005	2	0	6	4	9	8	5	2
NL	85	2.002	32	11	52	28	82	79	47	21
NO	139	2.008	58	8	84	72	135	126	66	19
PL	102	2.009	13	1	47	17	72	68	38	27
PT	26	2.004	3	1	10	4	18	12	4	3
RO	13	2.011	1	0	2	2	9	4	0	0
RS	3	0	0	0	0	0	0	0	0	0
SK	4	1.949	0	0	0	2	3	2	3	3
SL	13	1.997	0	3	0	6	10	6	4	4
SV	248	2.008	128	15	190	94	244	226	117	42
UK	681	2.003	158	191	491	546	680	678	492	289
32 COUNTRIES	3.139	2.001	971	823	1.685	1.792	2.971	2.811	1.892	1.202
13 NMS - PL (*)	119	1.991	13	7	30	50	95	75	48	35

(*) "New" Member States except Poland

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	11	12	13	14	15	16	17	18	19	20
	2021/22 Companies having %EO>20%	2021/22 Companies having %EO>50%	May 2022 Stock capitalization	2021/22 Employees	2021/22 Employee owners	2021/22 Employee owners in % of employees	2021/22 Employees' stake	2021/22 Top Executives' stake	2021/22 Ordinary employees' stake	2020/21 Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	6	2	107.064 €	542.455	62.387	11,50	5,05	3,58	1,47	8
BE	16	8	239.664 €	546.210	25.842	4,73	3,96	2,91	1,05	29
BG	2	1	895 €	16.946	15	0,09	23,63	23,63	0,00	0
CH	15	6	1.675.647 €	1.851.514	228.423	12,34	2,93	1,20	1,73	58
CY	0	0	1.551 €	7.255	454	6,25	0,17	0,10	0,07	1
CZ	18	18	40.317 €	52.312	3.982	7,61	1,89	0,43	1,46	3
DA	8	4	582.293 €	887.351	45.582	5,14	0,92	0,36	0,55	34
DE	36	17	1.997.690 €	6.124.307	892.899	14,58	2,02	1,09	0,93	58
EE	0	0	4.050 €	12.801	150	1,17	0,54	0,08	0,46	0
ES	70	63	577.835 €	1.997.081	114.690	5,74	3,30	1,95	1,34	27
FI	3	0	270.145 €	558.537	102.365	18,33	0,97	0,27	0,70	59
FR	184	146	2.545.082 €	8.354.019	2.767.875	33,13	5,22	1,78	3,43	181
GR	13	4	54.170 €	161.617	5.501	3,40	7,30	7,02	0,28	3
HR	1	1	13.510 €	53.976	488	0,90	3,44	3,00	0,43	2
HU	3	2	20.450 €	91.137	6.519	7,15	2,14	0,98	1,16	1
IE	2	2	131.221 €	289.343	14.367	4,97	1,73	0,86	0,87	9
IS	1	0	11.800 €	21.318	706	3,31	8,41	7,89	0,52	0
IT	309	296	538.551 €	1.422.934	227.387	15,98	6,06	4,93	1,13	57
LT	1	0	4.462 €	9.382	454	4,84	1,78	1,76	0,02	1
LU	3	2	69.661 €	170.678	3.074	1,80	12,61	11,60	1,02	3
LV	0	0	313 €	1.011	0	0,00	0,00	0,00	0,00	0
MT	1	1	4.189 €	10.068	2.302	22,86	5,79	5,06	0,72	2
NL	15	9	852.330 €	1.597.894	123.316	7,72	3,24	1,76	1,48	34
NO	11	5	348.103 €	394.891	48.594	12,31	2,76	1,49	1,26	62
PL	21	8	109.306 €	664.955	12.574	1,89	7,09	6,82	0,26	10
PT	3	1	74.740 €	303.207	3.659	1,21	0,35	0,30	0,05	4
RO	0	0	17.643 €	61.733	1.020	1,65	0,11	0,05	0,06	1
RS	0	0	1.843 €	13.914	0	0,00	0,00	0,00	0,00	0
SK	3	2	1.630 €	4.851	74	1,52	4,78	4,65	0,13	0
SL	4	4	7.471 €	63.558	814	1,28	1,04	0,55	0,49	1
SV	23	12	717.848 €	1.849.419	332.103	17,96	2,95	2,15	0,81	115
UK	226	189	2.662.142 €	6.332.346	1.798.250	28,40	2,45	0,99	1,46	173
32 COUNTRIES	998	803	13.683.615 €	34.469.019	6.825.867	19,80	3,26	1,63	1,63	936
13 NMS - PL (*)	33	29	116.481 €	385.030	16.271	4,23	2,06	1,21	0,85	12

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	21	22	23	24	25	26	27	28	29	30
	2020/21	2020/21	2020/21	2020/21	2020/21	2020/21	2020/21	2020/21	2020/21	May 2021
	Companies having published %EO	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €
AT	9	12	20	35	28	17	10	6	2	114.519 €
BE	4	43	16	55	51	32	22	17	7	253.399 €
BG	0	0	0	6	0	2	2	2	0	774 €
CH	14	90	62	162	149	77	26	17	6	1.568.376 €
CY	0	4	2	5	4	1	1	0	0	1.554 €
CZ	0	5	21	24	25	21	20	18	18	28.788 €
DA	7	57	35	74	74	30	13	8	4	512.295 €
DE	13	132	96	209	181	84	43	36	17	2.149.202 €
EE	0	3	1	6	4	1	0	0	0	3.374 €
ES	4	35	70	142	122	90	77	71	63	626.214 €
FI	3	51	39	80	80	36	10	5	0	302.221 €
FR	265	210	299	384	372	333	226	185	143	2.635.922 €
GR	0	20	6	29	24	17	15	11	4	55.676 €
HR	0	5	5	7	9	3	2	2	1	13.522 €
HU	3	5	6	9	9	4	3	3	2	23.292 €
IE	2	24	20	28	28	15	4	2	2	152.554 €
IS	1	6	2	9	8	4	2	1	0	12.307 €
IT	206	83	292	405	389	340	320	310	296	564.576 €
LT	0	0	1	6	2	2	1	1	0	2.970 €
LU	0	11	1	13	13	5	3	3	2	74.044 €
LV	0	0	0	0	0	0	0	0	0	431 €
MT	0	6	4	9	8	5	2	1	1	5.006 €
NL	11	52	28	80	78	45	24	15	10	923.048 €
NO	8	83	68	132	124	64	21	10	6	293.959 €
PL	1	45	17	74	64	36	28	19	6	125.835 €
PT	1	10	4	18	12	4	3	3	1	66.024 €
RO	0	2	2	9	4	0	0	0	0	16.947 €
RS	0	0	0	0	0	0	0	0	0	1.649 €
SK	0	0	2	3	2	2	2	2	2	1.431 €
SL	2	0	6	9	6	4	4	4	4	7.568 €
SV	17	181	93	245	217	119	44	22	12	782.034 €
UK	180	486	504	678	639	502	298	234	192	2.473.381 €
32 COUNTRIES	751	1.661	1.722	2.945	2.726	1.895	1.226	1.008	801	13.792.890 €
13 NMS - PL (*)	5	30	50	93	73	45	37	33	28	105.656 €

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	31	32	33	34	35	36	37	38	39	40
	2020/21 Employees	2020/21 Employee owners	2020/21 Employee owners in % of employees	2020/21 Employees' stake	2020/21 Top Executives' stake	2020/21 Ordinary employees' stake	2019/20 Companies having new share plans	2019/20 Companies having published %EO	2019/20 Companies having Stock Options	2019/20 Companies having broad based plans
	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers	Numbers
AT	538.714	67.468	12,52	4,51	2,84	1,67	10	10	12	19
BE	536.411	28.687	5,35	4,02	2,98	1,05	25	4	43	15
BG	17.274	12	0,07	13,89	13,89	0,00	0	0	0	0
CH	1.819.540	235.360	12,94	2,93	1,29	1,64	64	14	89	61
CY	7.356	520	7,06	1,42	0,09	1,32	1	0	4	2
CZ	56.265	4.240	7,54	2,38	0,57	1,81	4	0	4	21
DA	877.050	48.922	5,58	1,31	0,53	0,78	28	7	56	35
DE	6.086.171	916.640	15,06	2,03	1,10	0,93	56	13	131	93
EE	11.677	134	1,14	0,40	0,05	0,34	0	0	3	1
ES	2.057.878	121.696	5,91	3,06	1,86	1,20	26	4	35	70
FI	558.778	109.638	19,62	1,02	0,34	0,67	51	5	51	37
FR	8.152.928	2.805.176	34,41	4,63	1,24	3,39	191	264	209	294
GR	176.222	5.691	3,23	5,85	5,53	0,32	3	0	20	6
HR	52.951	1.299	2,45	3,38	2,88	0,50	2	0	4	5
HU	94.578	7.133	7,54	2,51	1,19	1,32	1	3	5	6
IE	277.576	13.859	4,99	1,55	0,84	0,71	8	1	23	18
IS	20.487	784	3,82	10,41	9,75	0,66	0	0	6	2
IT	1.401.585	229.683	16,39	5,77	4,67	1,11	47	131	82	291
LT	5.817	342	5,88	1,10	1,09	0,01	1	1	0	1
LU	150.135	2.166	1,44	18,41	17,02	1,39	4	0	11	1
LV	997	0	0,00	0,00	0,00	0,00	0	0	0	0
MT	9.727	2.319	23,84	5,84	4,90	0,94	2	1	6	4
NL	1.562.572	127.803	8,18	3,05	1,46	1,58	29	10	52	28
NO	393.338	45.945	11,68	3,12	1,95	1,16	47	10	81	63
PL	654.532	16.547	2,53	4,35	4,00	0,35	4	0	45	15
PT	293.744	3.822	1,30	0,37	0,32	0,05	4	1	10	4
RO	64.767	1.123	1,73	0,13	0,06	0,07	2	0	2	2
RS	14.351	0	0,00	0,00	0,00	0,00	0	0	0	0
SK	5.190	73	1,40	0,24	0,01	0,23	0	0	0	2
SL	63.087	766	1,21	1,01	0,53	0,47	1	1	0	6
SV	1.793.440	348.024	19,41	2,91	2,05	0,86	109	18	178	92
UK	6.496.568	1.743.037	26,83	2,58	1,22	1,36	126	133	486	474
32 COUNTRIES	34.251.704	6.888.908	20,11	3,20	1,59	1,61	846	631	1.648	1.668
13 NMS - PL (*)	389.686	17.961	4,61	2,17	1,20	0,97	14	6	28	50

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	41	42	43	44	45	46	47	48	49	50
	2019/20 Companies having EOwnership Numbers	2019/20 Companies having E Share Plans Numbers	2019/20 Companies having %EO>1% Numbers	2019/20 Companies having %EO>6% Numbers	2019/20 Companies having %EO>20% Numbers	2019/20 Companies having %EO>50% Numbers	May 2020 Stock capitalization million €	2019/20 Employees Numbers	2019/20 Employee owners Numbers	2019/20 Employee owners in % of employees %
AT	34	28	16	10	6	2	75.071 €	524.686	68.753	13,10
BE	55	51	31	20	15	7	185.881 €	552.456	33.583	6,08
BG	6	0	2	2	2	0	801 €	17.510	13	0,07
CH	161	149	80	28	17	6	1.415.147 €	1.907.551	232.120	12,17
CY	5	4	1	1	0	0	825 €	7.682	596	7,76
CZ	24	25	20	20	18	18	21.581 €	56.530	4.116	7,28
DA	73	70	33	15	8	5	380.353 €	964.176	54.735	5,68
DE	209	179	86	45	36	16	1.505.402 €	6.173.072	942.675	15,27
EE	7	3	2	0	0	0	2.581 €	14.442	117	0,81
ES	140	115	88	75	71	63	451.611 €	2.180.159	126.932	5,82
FI	79	79	35	11	5	2	205.980 €	561.715	102.731	18,29
FR	386	369	339	226	185	143	1.758.263 €	8.478.277	2.928.945	34,55
GR	28	24	17	16	12	4	35.948 €	185.879	5.866	3,16
HR	7	8	4	2	2	1	11.949 €	54.336	1.374	2,53
HU	9	9	6	3	3	2	17.158 €	99.586	7.736	7,77
IE	28	28	16	4	2	2	99.204 €	280.096	12.204	4,36
IS	9	8	4	2	1	0	8.866 €	22.588	808	3,58
IT	406	384	343	319	309	295	413.688 €	1.387.941	234.360	16,89
LT	6	2	2	1	1	0	2.139 €	9.354	378	4,04
LU	13	13	5	3	3	2	49.982 €	147.149	1.906	1,29
LV	0	0	0	0	0	0	395 €	988	0	0,00
MT	9	8	6	2	1	1	3.773 €	10.613	2.326	21,92
NL	78	76	45	23	16	11	617.636 €	1.549.448	124.186	8,01
NO	128	113	67	22	10	5	185.711 €	391.124	45.580	11,65
PL	74	60	36	28	19	7	80.937 €	667.424	18.897	2,83
PT	19	12	5	4	4	1	51.794 €	302.200	4.072	1,35
RO	8	4	1	0	0	0	13.317 €	68.208	1.800	2,64
RS	0	0	0	0	0	0	1.394 €	9.292	0	0,00
SK	3	2	2	2	2	2	1.222 €	5.494	75	1,36
SL	9	6	4	4	4	3	5.570 €	59.214	758	1,28
SV	241	214	123	48	24	11	490.343 €	1.837.645	367.521	20,00
UK	673	617	514	306	240	197	1.891.471 €	6.739.193	1.753.702	26,02
32 COUNTRIES	2.927	2.660	1.933	1.242	1.016	806	9.985.993 €	35.266.028	7.078.865	20,07
13 NMS - PL (*)	93	71	50	37	33	27	81.310 €	403.957	19.289	4,78

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	51	52	53	54	55	56	57	58	59	60
	2019/20 Employees' stake	2019/20 Top Executives' stake	2019/20 Ordinary employees' stake	2018/19 Companies having new share plans	2018/19 Companies having published %EO	2018/19 Companies having Stock Options	2018/19 Companies having broad based plans	2018/19 Companies having EOwnership	2018/19 Companies having E Share Plans	2018/19 Companies having %EO>1%
	%	%	%	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	4,12	2,47	1,64	11	9	12	18	33	28	16
BE	4,30	3,00	1,29	27	4	43	14	55	50	33
BG	16,22	16,22	0,00	0	0	0	0	6	0	2
CH	2,78	1,08	1,70	73	12	88	61	160	146	84
CY	1,84	0,05	1,78	0	0	4	2	5	4	0
CZ	3,07	0,54	2,53	4	0	4	21	25	25	20
DA	1,43	0,38	1,05	31	7	55	34	72	69	33
DE	1,96	1,06	0,90	69	13	130	91	210	177	91
EE	0,23	0,06	0,16	2	0	3	1	7	3	3
ES	3,41	1,88	1,53	26	4	35	70	135	115	87
FI	0,99	0,31	0,69	60	3	50	37	80	78	37
FR	4,95	1,48	3,47	178	258	207	290	383	362	333
GR	6,06	5,57	0,49	2	0	20	6	29	24	17
HR	4,19	3,63	0,55	2	0	4	5	7	8	4
HU	2,29	0,82	1,47	2	3	5	6	9	9	6
IE	1,65	0,79	0,87	11	1	23	18	27	28	16
IS	10,07	9,35	0,73	1	0	6	2	8	8	1
IT	4,98	3,82	1,16	40	107	79	290	403	377	340
LT	1,19	1,17	0,02	1	0	0	0	4	2	2
LU	20,48	19,19	1,29	5	0	11	1	12	13	5
LV	0,00	0,00	0,00	0	0	0	0	0	0	0
MT	6,91	6,16	0,75	2	1	6	4	9	8	5
NL	3,48	1,94	1,54	28	12	51	27	75	74	45
NO	2,74	1,53	1,21	56	9	78	60	121	110	67
PL	5,46	5,21	0,24	11	0	45	15	76	60	36
PT	1,02	0,98	0,04	1	1	10	4	19	11	6
RO	0,22	0,18	0,04	2	0	2	2	8	4	0
RS	0,00	0,00	0,00	0	0	0	0	0	0	0
SK	0,29	0,00	0,28	0	0	0	2	3	2	2
SL	1,20	0,61	0,59	1	1	0	6	11	6	4
SV	3,28	2,28	0,99	112	17	177	89	241	207	132
UK	2,48	1,13	1,36	130	126	480	446	668	597	508
32 COUNTRIES	3,22	1,58	1,65	888	588	1.628	1.622	2.901	2.605	1.935
13 NMS - PL (*)	2,58	1,40	1,17	16	5	28	49	94	71	48

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	61	62	63	64	65	66	67	68	69	70
	2018/19	2018/19	2018/19	May 2019	2018/19	2018/19	2018/19	2018/19	2018/19	2018/19
	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake
	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%
AT	10	6	2	102.751 €	521.864	75.242	14,42	4,09	2,37	1,72
BE	21	15	7	258.832 €	551.744	36.984	6,70	3,71	2,55	1,16
BG	2	2	0	1.033 €	17.694	12	0,07	14,95	14,95	0,00
CH	28	16	7	1.304.982 €	1.918.351	248.960	12,98	2,64	1,10	1,54
CY	0	0	0	1.482 €	7.558	739	9,77	0,16	0,04	0,11
CZ	20	18	18	28.208 €	56.348	4.253	7,55	1,88	0,68	1,20
DA	12	8	5	335.271 €	948.009	48.351	5,10	1,43	0,37	1,06
DE	45	36	17	1.689.003 €	6.076.897	951.299	15,65	1,79	0,89	0,89
EE	1	0	0	2.431 €	14.505	73	0,50	0,88	0,74	0,15
ES	76	70	61	604.314 €	2.185.465	128.488	5,88	2,59	1,43	1,17
FI	10	5	1	227.024 €	548.588	103.001	18,78	0,95	0,27	0,68
FR	224	184	141	2.141.840 €	8.419.284	2.840.581	33,74	4,94	1,29	3,65
GR	16	11	4	43.863 €	192.863	6.188	3,21	5,75	5,14	0,61
HR	2	2	1	12.736 €	54.595	1.551	2,84	4,09	3,50	0,59
HU	3	3	2	23.702 €	101.440	8.623	8,50	1,78	0,84	0,94
IE	4	2	2	112.935 €	285.246	11.772	4,13	1,52	0,83	0,69
IS	1	1	0	8.148 €	20.749	845	4,07	10,63	9,93	0,71
IT	318	310	296	456.624 €	1.365.760	237.213	17,37	5,00	3,83	1,18
LT	1	1	0	2.066 €	10.220	20	0,20	1,36	1,35	0,01
LU	3	3	2	59.355 €	94.428	1.713	1,81	15,48	14,65	0,83
LV	0	0	0	411 €	996	0	0,00	0,00	0,00	0,00
MT	2	1	1	4.924 €	10.340	2.239	21,66	4,31	3,61	0,70
NL	22	16	11	510.217 €	1.512.374	119.287	7,89	3,56	1,94	1,63
NO	27	13	6	248.797 €	371.639	44.013	11,84	2,49	1,34	1,15
PL	30	20	7	113.916 €	654.497	26.627	4,07	3,65	3,36	0,29
PT	4	4	2	57.669 €	283.193	4.256	1,50	1,79	1,72	0,07
RO	0	0	0	14.578 €	67.144	2.489	3,71	0,06	0,05	0,01
RS	0	0	0	1.638 €	11.138	0	0,00	0,00	0,00	0,00
SK	2	2	2	1.814 €	5.365	80	1,50	0,19	0,00	0,19
SL	4	4	4	5.960 €	57.981	948	1,64	1,04	0,54	0,50
SV	60	25	11	505.450 €	1.813.827	361.970	19,96	2,65	1,58	1,07
UK	309	240	196	2.889.981 €	6.734.757	1.750.574	25,99	2,26	0,94	1,33
32 COUNTRIES	1.257	1.018	806	11.771.953 €	34.914.857	7.018.391	20,10	3,01	1,37	1,64
13 NMS - PL (*)	37	33	28	99.344 €	404.186	21.027	5,20	1,98	1,26	0,72

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	71	72	73	74	75	76	77	78	79	80
	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18
	Companies having new share plans Numbers	Companies having published %EO Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers	Companies having %EO>6% Numbers	Companies having %EO>20% Numbers	Companies having %EO>50% Numbers
AT	9	9	12	17	33	27	15	11	7	3
BE	23	4	42	13	55	50	34	20	16	7
BG	0	0	0	0	6	0	2	2	2	0
CH	66	12	88	59	158	143	78	27	15	7
CY	2	1	4	2	5	4	0	0	0	0
CZ	2	0	4	20	25	25	21	20	18	18
DA	27	7	55	33	72	69	35	13	9	5
DE	69	15	128	87	199	172	97	45	34	16
EE	0	0	3	1	6	3	2	1	0	0
ES	23	4	34	69	139	111	89	78	70	62
FI	45	2	48	34	76	74	37	14	7	2
FR	183	254	207	287	383	360	329	231	182	140
GR	3	0	20	6	30	24	18	16	11	4
HR	2	0	4	5	7	8	4	2	2	1
HU	3	3	5	6	9	9	5	3	3	2
IE	9	1	23	17	26	27	15	4	2	2
IS	1	0	6	1	7	7	1	1	1	0
IT	39	88	77	288	400	367	336	318	311	297
LT	0	0	0	0	4	1	2	1	0	0
LU	4	0	10	1	11	12	5	4	4	2
LV	0	0	0	0	0	0	0	0	0	0
MT	3	1	6	4	8	8	5	3	1	1
NL	33	12	51	26	74	73	46	22	17	10
NO	49	8	72	58	118	103	73	26	13	6
PL	8	0	42	15	75	55	37	31	21	7
PT	3	1	10	4	20	11	8	5	5	2
RO	1	0	2	2	10	4	0	0	0	0
RS	0	0	0	0	0	0	0	0	0	0
SK	0	0	0	2	3	2	2	2	2	2
SL	1	1	0	6	11	6	4	4	4	4
SV	103	16	165	84	235	193	137	66	29	13
UK	164	124	473	419	664	573	518	319	245	200
32 COUNTRIES	875	563	1.591	1.566	2.869	2.521	1.955	1.289	1.031	813
13 NMS - PL (*)	14	6	28	48	94	70	47	38	32	28

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	81	82	83	84	85	86	87	88	89	90
	May 2018	2017/18	2017/18	2017/18	2017/18	2017/18	2017/18	2016/17	2016/17	2016/17
	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having published %EO	Companies having Stock Options
	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers
AT	121.336 €	513.410	73.269	14,27	3,84	1,82	2,01	7	10	12
BE	281.273 €	557.505	39.872	7,15	3,69	2,52	1,17	25	4	41
BG	1.127 €	18.009	11	0,06	12,62	12,62	0,00	0	0	0
CH	1.239.988 €	1.867.349	244.114	13,07	2,95	1,36	1,59	60	12	85
CY	1.476 €	6.692	819	12,24	0,08	0,05	0,04	2	1	4
CZ	24.584 €	53.573	4.188	7,82	0,57	0,26	0,31	2	0	4
DA	350.943 €	939.147	52.388	5,58	1,43	0,30	1,13	34	7	53
DE	1.659.251 €	5.847.085	749.388	12,82	1,97	1,04	0,93	59	14	126
EE	2.259 €	14.247	46	0,32	1,05	0,92	0,13	0	0	3
ES	665.974 €	2.141.207	130.205	6,08	2,50	1,40	1,10	23	5	34
FI	253.005 €	533.941	107.140	20,07	1,10	0,40	0,69	41	2	47
FR	2.157.980 €	7.873.231	2.764.339	35,11	5,37	1,56	3,81	176	250	207
GR	46.872 €	196.601	24.283	12,35	5,57	4,97	0,60	2	0	20
HR	13.045 €	53.205	2.097	3,94	3,42	2,87	0,55	2	0	3
HU	22.341 €	100.863	9.496	9,41	1,74	0,64	1,10	4	3	5
IE	127.986 €	273.892	11.498	4,20	1,71	0,97	0,75	7	1	22
IS	8.401 €	19.676	56	0,29	8,13	7,63	0,50	1	0	6
IT	491.232 €	1.350.181	235.583	17,45	5,09	4,17	0,92	46	81	75
LT	2.197 €	11.248	21	0,19	1,31	1,29	0,02	0	0	0
LU	49.579 €	88.203	1.528	1,73	4,79	4,60	0,18	6	0	10
LV	431 €	966	0	0,00	0,00	0,00	0,00	0	0	0
MT	4.751 €	10.114	2.137	21,12	5,85	5,01	0,84	1	1	6
NL	520.590 €	1.499.564	122.563	8,17	2,37	1,16	1,21	28	14	51
NO	262.740 €	360.734	46.447	12,88	2,36	1,24	1,12	49	8	70
PL	126.569 €	619.201	36.266	5,86	3,24	2,88	0,36	8	0	41
PT	66.312 €	274.607	4.526	1,65	1,78	1,71	0,06	5	1	10
RO	16.525 €	65.350	3.632	5,56	0,11	0,05	0,06	2	0	1
RS	1.756 €	11.257	0	0,00	0,00	0,00	0,00	0	0	0
SK	1.803 €	5.213	85	1,63	0,19	0,00	0,19	0	0	0
SL	6.679 €	57.643	1.037	1,80	0,80	0,41	0,39	1	1	0
SV	506.797 €	1.736.950	381.436	21,96	2,42	1,30	1,12	96	17	155
UK	2.978.194 €	6.578.860	1.753.577	26,65	2,36	1,00	1,36	158	118	459
32 COUNTRIES	12.013.997 €	33.679.724	6.802.049	20,20	3,04	1,39	1,65	845	550	1.550
13 NMS - PL (*)	97.218 €	397.124	23.570	5,94	1,57	1,08	0,49	14	6	26

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	91	92	93	94	95	96	97	98	99	100
	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	2016/17	May 2017	2016/17	2016/17
	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers
AT	17	32	26	16	11	7	3	105.901 €	498.214	76.463
BE	13	54	47	32	21	16	7	329.659 €	547.093	40.560
BG	0	5	0	1	1	1	0	978 €	17.267	11
CH	56	155	139	86	26	14	8	1.338.868 €	1.830.721	237.715
CY	2	5	4	0	0	0	0	2.075 €	6.665	1.037
CZ	20	25	25	21	20	18	18	21.931 €	51.743	4.173
DA	33	70	67	32	13	8	4	336.806 €	935.110	55.467
DE	86	198	168	101	49	38	19	1.608.546 €	5.657.764	699.502
EE	1	6	3	2	1	0	0	2.099 €	13.589	38
ES	69	135	107	90	78	70	62	692.004 €	2.034.397	135.505
FI	29	74	69	35	13	7	3	250.457 €	523.147	105.711
FR	278	379	355	321	228	180	139	1.965.078 €	7.611.539	2.793.331
GR	6	30	24	19	16	11	4	44.443 €	205.004	26.087
HR	5	7	8	4	2	2	1	11.780 €	50.758	2.571
HU	4	9	9	6	3	3	2	21.848 €	96.509	7.180
IE	16	25	26	15	3	2	2	133.938 €	262.469	11.713
IS	1	7	7	1	1	1	0	8.928 €	18.139	50
IT	286	398	360	333	317	310	295	451.652 €	1.344.670	230.664
LT	0	4	1	2	1	1	0	1.961 €	7.368	26
LU	1	11	12	5	4	4	2	47.702 €	83.595	1.326
LV	0	1	0	0	0	0	0	355 €	1.271	1
MT	3	8	8	4	2	1	1	4.517 €	8.852	2.046
NL	25	72	72	47	22	17	10	461.103 €	1.503.965	126.054
NO	56	115	98	71	26	14	5	216.404 €	331.215	44.914
PL	15	74	54	38	31	20	7	133.193 €	586.370	46.007
PT	4	20	11	8	5	5	2	57.446 €	258.625	4.899
RO	2	11	3	0	0	0	0	15.296 €	67.929	9.276
RS	0	0	0	0	0	0	0	1.679 €	10.825	0
SK	2	3	2	2	2	2	2	1.685 €	5.230	167
SL	6	11	6	4	4	4	3	6.187 €	56.933	1.082
SV	78	228	182	141	65	33	14	529.904 €	1.621.609	373.910
UK	396	658	556	537	329	252	204	2.581.012 €	6.524.091	1.733.045
32 COUNTRIES	1.510	2.830	2.449	1.974	1.294	1.041	817	11.385.434 €	32.772.676	6.770.527
13 NMS - PL (*)	45	95	69	46	36	32	27	90.713 €	384.114	27.606

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	101	102	103	104	105	106	107	108	109	110
	2016/17	2016/17	2016/17	2016/17	2015/16	2015/16	2015/16	2015/16	2015/16	2015/16
	Employee owners in % of employees %	Employees' stake %	Top Executives' stake %	Ordinary employees' stake %	Companies having new share plans Numbers	Companies having published %EO Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers
AT	15,35	5,42	3,29	2,13	8	9	12	17	32	26
BE	7,41	3,52	2,28	1,24	26	4	41	13	53	46
BG	0,06	7,33	7,33	0,00	0	0	0	0	5	0
CH	12,98	2,88	1,23	1,65	64	13	84	55	153	136
CY	15,56	0,06	0,02	0,05	2	1	4	2	4	4
CZ	8,06	0,78	0,38	0,39	1	0	4	20	24	24
DA	5,93	1,49	0,29	1,20	27	7	50	31	69	63
DE	12,36	1,94	0,93	1,00	62	14	125	82	199	166
EE	0,28	0,85	0,83	0,03	0	0	3	1	6	3
ES	6,66	2,38	1,34	1,04	16	5	34	68	135	103
FI	20,21	1,12	0,38	0,74	42	2	44	28	71	65
FR	36,70	5,94	1,87	4,07	141	251	205	268	375	344
GR	12,73	5,26	4,72	0,54	2	1	20	6	29	24
HR	5,06	2,92	2,45	0,47	3	0	3	5	7	8
HU	7,44	1,88	0,56	1,33	3	3	5	4	9	8
IE	4,46	1,76	1,02	0,74	5	1	21	14	25	26
IS	0,27	8,43	7,96	0,47	1	0	5	1	7	6
IT	17,15	4,96	4,02	0,94	27	68	74	283	389	354
LT	0,35	1,15	1,13	0,02	0	0	0	0	4	1
LU	1,59	4,54	4,44	0,10	5	0	10	1	11	12
LV	0,08	0,00	0,00	0,00	0	0	0	0	1	0
MT	23,12	4,31	3,59	0,73	5	1	6	3	8	8
NL	8,38	2,51	1,26	1,25	25	15	50	23	70	71
NO	13,56	2,07	0,94	1,14	47	8	65	54	115	94
PL	7,85	2,98	2,57	0,41	8	0	40	15	74	53
PT	1,89	1,21	1,14	0,07	3	1	10	4	21	11
RO	13,66	0,10	0,06	0,04	2	0	1	2	10	3
RS	0,00	0,00	0,00	0,00	0	0	0	0	0	0
SK	3,19	0,20	0,00	0,19	0	0	0	2	3	2
SL	1,90	0,75	0,35	0,39	0	1	0	5	11	6
SV	23,06	2,74	1,46	1,28	81	16	138	73	218	168
UK	26,56	2,56	1,10	1,47	150	113	450	375	649	541
32 COUNTRIES	20,66	3,17	1,44	1,73	756	534	1.504	1.455	2.787	2.376
13 NMS - PL (*)	7,19	1,43	0,88	0,55	16	6	26	44	92	67

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	111	112	113	114	115	116	117	118	119	120
	2015/16 Companies having %EO>1% Numbers	2015/16 Companies having %EO>6% Numbers	2015/16 Companies having %EO>20% Numbers	2015/16 Companies having %EO>50% Numbers	May 2016 Stock capitalization million €	2015/16 Employees Numbers	2015/16 Employee owners Numbers	2015/16 Employee owners in % of employees %	2015/16 Employees' stake %	2015/16 Top Executives' stake %
AT	16	11	8	3	74.235 €	496.823	83.583	16,82	5,59	3,41
BE	33	20	15	7	293.899 €	476.884	47.426	9,95	3,35	1,91
BG	1	1	1	0	484 €	16.760	9	0,05	10,13	10,13
CH	89	27	16	9	1.137.653 €	1.822.069	236.793	13,00	2,90	1,11
CY	1	0	0	0	1.867 €	6.937	1.284	18,51	0,07	0,01
CZ	21	20	18	18	20.661 €	48.844	4.177	8,55	0,81	0,38
DA	30	12	8	5	314.155 €	919.418	50.139	5,45	1,64	0,30
DE	102	50	40	20	1.301.062 €	5.507.669	701.643	12,74	1,95	0,99
EE	2	1	0	0	1.858 €	13.046	41	0,31	0,90	0,88
ES	88	80	72	64	529.696 €	1.951.957	144.245	7,39	3,09	1,91
FI	32	15	8	4	192.312 €	472.305	88.698	18,78	1,19	0,41
FR	319	226	183	138	1.548.932 €	7.529.438	2.698.367	35,84	6,03	1,81
GR	18	15	10	4	36.644 €	224.557	27.015	12,03	3,68	3,23
HR	4	2	2	1	10.259 €	52.478	3.042	5,80	3,30	2,83
HU	6	2	2	2	17.368 €	96.098	7.178	7,47	2,04	0,27
IE	15	4	2	2	121.481 €	242.065	11.773	4,86	1,76	0,94
IS	2	1	1	0	7.839 €	16.527	59	0,35	5,76	5,41
IT	330	312	306	292	387.219 €	1.380.809	235.756	17,07	4,80	3,79
LT	2	1	1	0	1.884 €	6.925	25	0,36	0,83	0,82
LU	5	4	4	2	43.601 €	82.766	1.139	1,38	4,49	4,41
LV	0	0	0	0	411 €	1.264	1	0,08	0,00	0,00
MT	5	3	1	1	4.260 €	8.412	2.023	24,05	6,44	5,52
NL	49	24	18	11	347.113 €	1.350.396	115.646	8,56	2,49	1,24
NO	69	26	14	6	184.994 €	334.716	45.482	13,59	2,37	1,15
PL	39	33	22	8	97.783 €	577.575	65.795	11,39	3,25	2,84
PT	8	5	5	2	49.089 €	255.724	5.204	2,04	1,12	1,01
RO	0	0	0	0	11.345 €	71.385	15.308	21,44	0,08	0,06
RS	0	0	0	0	1.467 €	10.523	0	0,00	0,00	0,00
SK	2	2	2	2	1.630 €	4.947	152	3,08	0,20	0,00
SL	4	4	4	4	6.205 €	58.182	1.082	1,86	0,78	0,40
SV	139	67	36	13	439.534 €	1.598.851	370.782	23,19	2,59	1,29
UK	541	335	256	203	2.260.488 €	6.613.348	1.762.127	26,65	2,59	1,09
32 COUNTRIES	1.972	1.303	1.055	821	9.447.430 €	32.249.696	6.725.994	20,86	3,20	1,42
13 NMS - PL (*)	48	36	31	28	78.234 €	385.278	34.323	8,91	1,63	0,98

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	121	122	123	124	125	126	127	128	129	130
	2015/16	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15	2014/15
	Ordinary employees' stake %	Companies having new share plans Numbers	Companies having published %EO Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers	Companies having %EO>6% Numbers	Companies having %EO>20% Numbers
AT	2,18	10	8	12	17	32	24	17	11	8
BE	1,44	23	5	41	12	53	46	36	22	16
BG	0,00	0	0	0	0	5	0	1	1	1
CH	1,78	54	13	83	55	150	134	84	29	17
CY	0,06	0	1	3	2	4	3	1	0	0
CZ	0,43	2	0	4	20	23	24	21	20	18
DA	1,34	18	8	49	31	68	61	28	10	8
DE	0,97	60	14	124	82	195	163	104	53	43
EE	0,02	1	0	3	1	6	3	2	1	0
ES	1,18	21	6	33	68	135	102	88	83	74
FI	0,77	38	2	42	26	68	61	37	18	10
FR	4,22	140	246	205	259	368	338	317	224	181
GR	0,44	3	1	20	6	29	23	17	15	11
HR	0,47	0	0	3	4	7	7	3	2	2
HU	1,76	2	3	5	4	9	8	5	2	2
IE	0,82	8	1	20	14	26	24	16	6	3
IS	0,35	1	0	5	1	7	6	2	1	1
IT	1,01	26	57	74	284	385	350	329	311	303
LT	0,01	0	0	0	0	2	1	2	1	1
LU	0,08	4	0	8	1	11	10	5	4	4
LV	0,00	0	0	0	0	1	0	0	0	0
MT	0,92	0	0	5	3	7	7	4	2	1
NL	1,25	29	16	49	22	69	69	47	24	19
NO	1,22	39	9	63	49	109	86	65	22	12
PL	0,41	14	0	39	15	76	52	40	31	20
PT	0,10	5	1	10	4	21	11	10	5	5
RO	0,02	2	0	1	2	10	3	0	0	0
RS	0,00	0	0	0	0	0	0	0	0	0
SK	0,20	0	0	0	2	3	2	2	2	2
SL	0,38	0	2	0	5	10	6	4	4	4
SV	1,31	70	17	126	63	207	152	126	61	32
UK	1,50	184	113	438	357	633	523	524	325	256
32 COUNTRIES	1,78	754	523	1.465	1.409	2.729	2.299	1.937	1.290	1.054
13 NMS - PL (*)	0,66	7	6	24	43	87	64	45	35	31

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	131	132	133	134	135	136	137	138	139	140
	2014/15 Companies having %EO>50%	May 2015 Stock capitalization	2014/15 Employees	2014/15 Employee owners	2014/15 Employee owners in % of employees	2014/15 Employees' stake	2014/15 Top Executives' stake	2014/15 Ordinary employees' stake	2013/14 Companies having new share plans	2013/14 Companies having published %EO
	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers
AT	3	86.700 €	499.749	92.916	18,59	5,53	3,24	2,29	8	9
BE	9	296.167 €	471.287	49.461	10,49	2,91	1,52	1,40	26	5
BG	0	604 €	16.129	9	0,06	9,28	9,28	0,00	0	0
CH	9	1.324.989 €	1.758.962	250.224	14,23	2,96	1,08	1,88	57	14
CY	0	2.326 €	8.981	1.641	18,27	0,09	0,02	0,08	1	1
CZ	18	23.883 €	50.466	4.202	8,33	0,56	0,25	0,31	2	0
DA	6	313.393 €	918.849	52.112	5,67	1,53	0,23	1,30	19	8
DE	21	1.449.134 €	5.445.441	733.641	13,47	1,87	0,85	1,02	59	15
EE	0	1.658 €	12.996	19	0,15	0,97	0,97	0,00	0	0
ES	65	648.012 €	1.874.977	150.157	8,01	2,44	1,45	0,99	20	6
FI	5	209.107 €	479.081	91.896	19,18	1,03	0,24	0,78	27	2
FR	136	1.733.823 €	7.460.484	2.644.980	35,45	5,74	1,57	4,17	125	242
GR	4	39.169 €	231.645	28.733	12,40	3,50	2,99	0,51	2	1
HR	1	10.699 €	55.942	2.861	5,11	3,24	2,80	0,43	0	0
HU	2	15.610 €	96.033	7.822	8,14	1,58	0,28	1,30	3	3
IE	3	139.090 €	231.710	14.534	6,27	1,27	0,74	0,53	8	1
IS	0	6.279 €	16.064	77	0,48	4,53	4,34	0,20	1	0
IT	289	459.036 €	1.446.424	243.162	16,81	4,97	4,00	0,97	18	46
LT	0	1.992 €	7.303	17	0,23	1,28	1,28	0,00	1	0
LU	2	50.794 €	86.796	784	0,90	5,01	4,92	0,09	2	0
LV	0	398 €	1.255	3	0,24	0,00	0,00	0,00	0	0
MT	1	3.185 €	8.020	2.140	26,68	3,58	2,62	0,96	1	0
NL	10	388.903 €	1.384.208	116.944	8,45	2,44	1,09	1,35	20	16
NO	5	232.321 €	338.025	45.068	13,33	1,75	0,63	1,12	37	9
PL	8	136.528 €	566.329	80.079	14,14	2,62	2,03	0,59	14	0
PT	2	53.947 €	245.860	6.011	2,45	1,15	1,04	0,11	5	2
RO	0	14.591 €	74.555	18.086	24,26	0,05	0,03	0,02	2	0
RS	0	1.603 €	10.869	0	0,00	0,00	0,00	0,00	0	0
SK	2	1.482 €	5.226	168	3,22	0,22	0,00	0,22	0	0
SL	4	6.739 €	59.846	1.230	2,06	0,75	0,38	0,37	0	2
SV	14	480.747 €	1.580.687	360.917	22,83	2,30	1,06	1,24	61	16
UK	202	2.693.871 €	6.592.716	1.729.141	26,23	2,74	1,11	1,63	158	108
32 COUNTRIES	821	10.826.781 €	32.036.913	6.729.034	21,00	3,09	1,29	1,80	677	506
13 NMS - PL (*)	28	83.167 €	396.752	38.198	9,63	1,20	0,74	0,47	10	6

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	141	142	143	144	145	146	147	148	149	150
	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	2013/14	May 2014	2013/14
	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers
AT	12	16	31	23	17	11	8	3	81.894 €	491.255
BE	40	12	53	45	34	22	15	8	228.491 €	471.034
BG	0	0	5	0	1	1	1	0	826 €	16.502
CH	83	55	147	133	86	30	18	10	1.082.346 €	1.730.901
CY	3	2	4	3	0	0	0	0	1.131 €	9.952
CZ	3	20	23	22	21	20	18	18	23.347 €	51.755
DA	48	30	66	59	23	11	7	6	248.428 €	921.067
DE	123	77	189	158	105	53	44	21	1.230.945 €	5.366.510
EE	2	1	6	3	3	2	1	0	1.528 €	12.742
ES	33	67	134	98	89	84	75	65	561.007 €	1.821.217
FI	42	25	64	59	33	15	10	4	183.439 €	528.474
FR	201	255	356	328	311	225	178	133	1.535.750 €	7.338.901
GR	19	6	28	22	16	14	10	3	59.286 €	240.133
HR	3	4	7	7	4	2	2	1	9.873 €	53.176
HU	5	4	9	8	6	2	2	2	12.761 €	96.364
IE	20	13	24	23	15	4	2	2	121.876 €	230.445
IS	5	1	7	6	2	1	1	0	5.065 €	15.553
IT	71	278	380	345	327	311	303	290	406.749 €	1.439.148
LT	0	0	2	1	2	1	1	0	1.705 €	8.076
LU	8	0	9	8	5	4	4	2	46.888 €	75.702
LV	0	0	1	0	0	0	0	0	378 €	1.267
MT	5	3	7	7	4	2	1	1	2.671 €	7.937
NL	47	20	64	62	45	22	19	10	318.820 €	1.381.648
NO	59	45	104	79	64	21	14	5	231.608 €	331.544
PL	35	15	76	47	42	32	20	8	121.861 €	559.326
PT	10	4	21	11	10	5	5	2	51.818 €	241.045
RO	1	2	8	3	0	0	0	0	14.441 €	74.479
RS	0	0	0	0	0	0	0	0	1.849 €	10.936
SK	0	2	3	2	2	2	2	2	1.112 €	5.097
SL	0	5	11	6	5	4	4	4	6.232 €	60.133
SV	117	59	200	141	124	58	35	15	417.544 €	1.515.094
UK	415	332	616	497	523	317	250	197	2.304.162 €	6.551.806
32 COUNTRIES	1.410	1.353	2.655	2.206	1.919	1.276	1.050	812	9.315.832 €	31.659.220
13 NMS - PL (*)	22	43	86	62	48	36	32	28	76.006 €	397.480

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	151	152	153	154	155	156	157	158	159	160
	2013/14	2013/14	2013/14	2013/14	2013/14	2012/13	2012/13	2012/13	2012/13	2012/13
	Employee owners Numbers	Employee owners in % of employees %	Employees' stake %	Top Executives' stake %	Ordinary employees' stake %	Companies having new share plans Numbers	Companies having published %EO Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers
AT	89.134	18,14	5,23	2,89	2,34	6	9	12	16	30
BE	52.654	11,18	2,71	1,44	1,27	17	3	39	11	53
BG	9	0,05	9,36	9,36	0,00	0	0	0	0	5
CH	248.505	14,36	3,16	1,42	1,74	54	15	83	54	148
CY	1.834	18,43	0,19	0,07	0,13	0	1	2	2	4
CZ	4.876	9,42	0,51	0,23	0,28	1	0	3	19	23
DA	55.666	6,04	1,21	0,18	1,02	23	8	47	28	65
DE	760.777	14,18	1,90	0,76	1,13	65	15	122	75	190
EE	22	0,17	1,73	1,73	0,00	1	0	2	1	6
ES	163.742	8,99	2,60	1,53	1,07	17	6	32	67	134
FI	98.198	18,58	0,98	0,19	0,79	27	2	41	24	62
FR	2.681.969	36,54	5,73	1,56	4,17	142	236	196	249	351
GR	30.845	12,84	2,57	2,20	0,37	2	1	19	6	27
HR	4.232	7,96	3,39	2,83	0,56	0	0	3	4	7
HU	8.154	8,46	1,83	0,28	1,54	3	3	5	4	9
IE	17.785	7,72	1,03	0,57	0,46	5	1	20	13	24
IS	117	0,75	3,32	3,14	0,17	4	0	5	1	6
IT	190.065	13,21	4,96	4,21	0,76	18	36	71	275	378
LT	14	0,17	1,61	1,61	0,00	0	0	0	0	2
LU	839	1,11	4,49	4,42	0,06	2	0	8	0	9
LV	3	0,24	0,00	0,00	0,00	0	0	0	0	1
MT	2.205	27,78	3,02	2,18	0,84	2	0	4	3	7
NL	121.869	8,82	2,62	1,24	1,39	23	15	46	20	64
NO	45.760	13,80	1,63	0,53	1,10	38	8	53	44	100
PL	98.395	17,59	2,45	1,73	0,72	12	1	32	14	76
PT	6.759	2,80	0,87	0,77	0,10	6	1	10	3	20
RO	24.073	32,32	0,03	0,02	0,01	2	0	1	2	6
RS	0	0,00	0,00	0,00	0,00	0	0	0	0	0
SK	195	3,84	0,22	0,00	0,22	0	0	0	2	3
SL	1.341	2,23	0,81	0,41	0,40	0	2	0	5	11
SV	352.706	23,28	2,21	0,97	1,24	54	17	111	55	193
UK	1.675.563	25,57	2,75	1,12	1,63	116	106	401	322	599
32 COUNTRIES	6.738.304	21,28	3,11	1,32	1,79	640	486	1.368	1.319	2.613
13 NMS - PL (*)	46.958	11,81	1,26	0,77	0,49	9	6	20	42	84

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	161	162	163	164	165	166	167	168	169	170
	2012/13	2012/13	2012/13	2012/13	2012/13	May 2013	2012/13	2012/13	2012/13	2012/13
	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake
	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%	%
AT	22	17	10	7	2	78.091 €	486.239	94.612	19,46	6,08
BE	44	30	23	14	9	202.304 €	435.206	40.087	9,21	2,63
BG	0	1	1	1	0	516 €	15.237	10	0,07	9,74
CH	129	85	31	18	9	977.318 €	1.712.680	256.351	14,97	2,93
CY	2	1	0	0	0	914 €	13.551	2.063	15,22	0,19
CZ	22	21	19	18	18	23.141 €	57.564	4.334	7,53	0,44
DA	57	27	12	8	6	186.675 €	950.498	58.219	6,13	1,03
DE	152	106	58	45	23	1.069.249 €	5.332.665	803.461	15,07	1,96
EE	3	3	2	1	0	1.653 €	12.418	22	0,18	1,26
ES	97	88	83	73	65	440.752 €	1.823.397	184.671	10,13	2,98
FI	58	29	14	8	4	154.243 €	540.057	101.837	18,86	1,01
FR	317	310	223	179	129	1.324.546 €	7.361.363	2.688.543	36,52	5,37
GR	22	16	13	9	3	40.569 €	237.709	33.090	13,92	2,78
HR	7	5	2	2	1	12.800 €	55.133	6.475	11,74	2,72
HU	8	6	2	2	2	14.440 €	96.646	8.206	8,49	1,58
IE	22	14	5	3	2	90.041 €	229.438	19.284	8,40	1,37
IS	6	2	0	0	0	4.553 €	14.724	110	0,75	0,36
IT	341	327	311	302	289	329.678 €	1.431.934	200.358	13,99	6,37
LT	0	2	1	1	0	1.373 €	7.778	9	0,12	1,29
LU	8	5	4	4	2	42.491 €	75.661	806	1,07	5,65
LV	0	0	0	0	0	363 €	1.273	3	0,24	0,00
MT	7	4	2	1	1	2.616 €	7.756	2.245	28,95	2,08
NL	60	42	23	18	10	288.555 €	1.428.047	137.899	9,66	2,27
NO	73	59	21	13	4	208.737 €	337.649	48.162	14,26	1,49
PL	45	43	31	20	8	110.420 €	558.716	95.777	17,14	2,96
PT	10	9	6	5	2	43.619 €	233.173	6.392	2,74	0,71
RO	3	0	0	0	0	14.313 €	73.805	30.066	40,74	0,02
RS	0	0	0	0	0	1.710 €	10.695	0	0,00	0,00
SK	2	2	2	2	2	1.275 €	4.930	201	4,09	0,16
SL	6	5	4	4	4	5.103 €	60.237	1.466	2,43	0,95
SV	134	111	54	33	14	381.056 €	1.498.383	412.265	27,51	1,80
UK	475	498	315	248	193	2.159.126 €	6.575.676	1.520.584	23,12	3,03
32 COUNTRIES	2.132	1.868	1.272	1.039	802	8.212.238 €	31.680.237	6.757.606	21,33	3,16
13 NMS - PL (*)	60	50	35	32	28	78.506 €	406.328	55.100	13,56	1,11

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	171	172	173	174	175	176	177	178	179	180
	2012/13	2012/13	in 2011/12	2011/12	2011/12	2011/12	2011/12	2011/12	2011/12	2011/12
	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having %EO published	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%
	%	%	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers
AT	3,62	2,46	8	7	12	16	29	22	18	10
BE	1,35	1,28	19	3	38	10	50	41	30	22
BG	9,74	0,00	0	0	0	0	5	0	1	1
CH	1,45	1,48	52	14	83	53	149	127	83	34
CY	0,07	0,12	0	1	2	2	4	2	2	0
CZ	0,18	0,26	1	0	3	19	23	22	21	19
DA	0,14	0,89	26	8	46	26	65	56	27	13
DE	0,74	1,22	65	16	121	73	191	152	108	58
EE	1,26	0,00	1	0	2	1	6	2	3	2
ES	1,65	1,33	18	6	31	66	137	96	90	81
FI	0,17	0,84	28	2	40	22	62	56	31	14
FR	1,50	3,87	136	232	193	242	345	312	304	214
GR	2,23	0,55	3	1	19	6	27	22	16	13
HR	1,74	0,98	1	0	3	4	7	6	4	2
HU	0,30	1,27	2	3	5	4	9	8	6	3
IE	0,83	0,54	4	1	20	13	24	22	14	5
IS	0,18	0,17	6	0	4	1	5	4	2	0
IT	5,49	0,88	24	33	71	274	376	339	325	309
LT	1,29	0,00	0	0	0	0	2	0	2	1
LU	5,58	0,07	2	0	8	0	9	8	5	5
LV	0,00	0,00	0	0	0	0	0	0	0	0
MT	1,26	0,82	2	0	4	3	6	6	4	2
NL	1,13	1,14	24	15	45	20	65	58	39	23
NO	0,47	1,02	27	13	50	44	93	71	50	19
PL	1,82	1,14	14	1	29	14	77	44	45	36
PT	0,65	0,07	2	1	10	3	21	10	9	6
RO	0,01	0,01	2	0	1	2	5	3	0	0
RS	0,00	0,00	0	1	0	0	1	0	1	0
SK	0,00	0,16	0	0	0	2	2	2	2	2
SL	0,46	0,49	0	1	0	5	12	6	5	4
SV	0,60	1,20	53	15	106	53	182	127	104	50
UK	1,23	1,80	137	137	389	316	578	460	458	300
32 COUNTRIES	1,38	1,78	657	511	1.335	1.294	2.567	2.084	1.809	1.248
13 NMS - PL (*)	0,58	0,53	9	5	20	42	81	57	50	36

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	181	182	183	184	185	186	187	188	189	190
	2011/12 Companies having %EO>20%	2011/12 Companies having %EO>50%	May 2012 Stock capitalization	2011/12 Employees	2011/12 Employee owners	2011/12 Employee owners in % of employees	2011/12 Employees' stake	2011/12 Top Executives' stake	2011/12 Ordinary employees' stake	in 2010/11 Companies having new share plans
	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%	Numbers
AT	7	2	62.784 €	486.161	97.753	20,11	6,35	4,28	2,06	6
BE	12	7	150.401 €	446.834	45.805	10,25	2,46	1,23	1,23	22
BG	1	0	723 €	14.222	13	0,09	9,98	9,98	0,00	0
CH	19	9	747.530 €	1.667.226	257.856	15,47	2,67	1,40	1,26	57
CY	0	0	1.134 €	14.085	2.111	14,99	0,23	0,09	0,14	0
CZ	18	18	26.482 €	58.915	4.422	7,51	0,34	0,15	0,20	1
DA	8	6	152.676 €	945.256	57.591	6,09	0,96	0,13	0,83	26
DE	46	23	858.886 €	5.187.400	850.450	16,39	1,96	0,82	1,14	57
EE	1	0	1.348 €	11.888	23	0,19	1,22	1,22	0,00	0
ES	73	65	322.246 €	1.960.800	197.419	10,07	3,44	1,70	1,74	16
FI	8	4	119.384 €	567.835	112.719	19,85	1,03	0,18	0,85	27
FR	176	128	1.020.846 €	7.181.113	2.820.558	39,28	5,25	1,46	3,78	143
GR	9	3	16.465 €	242.560	34.817	14,35	3,14	2,52	0,62	4
HR	2	1	11.815 €	57.216	8.725	15,25	2,80	1,48	1,32	0
HU	2	2	13.618 €	94.418	8.013	8,49	1,62	0,51	1,12	3
IE	3	2	75.668 €	226.282	20.792	9,19	1,15	0,70	0,45	5
IS	0	0	4.218 €	14.004	132	0,94	0,33	0,18	0,14	2
IT	300	289	271.483 €	1.434.176	213.924	14,92	5,64	4,60	1,04	25
LT	1	0	1.211 €	7.571	13	0,17	1,28	1,28	0,00	0
LU	4	2	38.224 €	76.293	733	0,96	5,27	5,24	0,03	1
LV	0	0	343 €	1.257	0	0,00	0,00	0,00	0,00	0
MT	1	1	2.295 €	7.652	2.306	30,14	1,54	0,76	0,78	0
NL	18	11	235.363 €	1.417.154	151.547	10,69	2,31	1,27	1,04	23
NO	14	5	184.751 €	338.115	51.386	15,20	1,30	0,33	0,97	38
PL	24	9	90.353 €	566.352	105.650	18,65	2,96	1,69	1,27	11
PT	5	1	32.991 €	222.256	5.966	2,68	0,60	0,57	0,03	2
RO	0	0	13.249 €	76.077	61.058	80,26	0,01	0,01	0,01	2
RS	0	0	1.439 €	13.598	0	0,00	0,68	0,00	0,68	0
SK	2	2	1.113 €	4.757	199	4,19	0,14	0,00	0,14	0
SL	4	4	4.530 €	60.615	1.584	2,61	0,96	0,39	0,57	1
SV	31	16	303.721 €	1.449.319	419.190	28,92	1,60	0,57	1,02	47
UK	238	186	1.826.299 €	6.441.404	1.526.607	23,70	2,51	1,09	1,42	140
32 COUNTRIES	1.027	796	6.593.588 €	31.292.812	7.059.363	22,56	2,92	1,30	1,62	659
13 NMS - PL (*)	32	28	77.862 €	408.673	88.467	21,65	1,07	0,54	0,52	7

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	191	192	193	194	195	196	197	198	199	200
	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	2010/11	May 2011
	Companies having %EO published	Companies having Stock Options	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €
AT	6	12	15	28	21	16	10	7	2	84.403 €
BE	3	38	10	50	41	30	21	13	8	147.315 €
BG	0	0	0	4	0	1	1	1	0	870 €
CH	15	83	53	148	124	84	37	18	8	842.365 €
CY	1	2	2	3	2	1	0	0	0	2.692 €
CZ	0	3	19	24	22	21	19	18	18	34.837 €
DA	8	45	26	64	55	30	13	8	5	164.640 €
DE	16	120	73	188	150	110	61	49	25	968.410 €
EE	0	1	1	6	2	3	2	1	1	1.473 €
ES	7	30	63	137	93	90	80	72	65	462.887 €
FI	2	40	22	61	55	34	13	7	4	164.324 €
FR	226	192	240	338	310	294	208	174	128	1.263.712 €
GR	1	19	6	28	22	18	15	9	3	37.880 €
HR	0	3	4	8	6	4	2	2	1	13.469 €
HU	3	5	4	8	8	6	3	2	2	20.906 €
IE	2	20	13	24	22	15	5	3	2	38.416 €
IS	0	4	1	3	3	0	0	0	0	3.619 €
IT	30	70	272	371	337	319	305	296	284	371.136 €
LT	0	0	0	2	0	2	1	0	0	1.370 €
LU	0	8	0	8	8	5	4	4	2	43.530 €
LV	0	0	0	0	0	0	0	0	0	348 €
MT	0	4	3	6	5	4	2	1	1	2.482 €
NL	13	42	20	59	55	37	23	19	12	273.268 €
NO	8	48	44	90	68	45	17	12	5	191.689 €
PL	5	25	12	69	38	41	32	21	8	82.489 €
PT	1	10	3	21	10	8	6	5	1	44.402 €
RO	0	1	2	5	3	0	0	0	0	15.890 €
RS	0	0	0	0	0	0	0	0	0	1.259 €
SK	0	0	2	2	2	2	2	2	2	961 €
SL	1	0	5	11	6	5	4	4	4	5.314 €
SV	15	101	52	176	121	94	49	31	18	349.385 €
UK	123	378	301	553	441	428	281	222	171	1.842.364 €
32 COUNTRIES	486	1.304	1.268	2.495	2.030	1.747	1.216	1.001	780	7.478.107 €
13 NMS - PL (*)	5	19	42	79	56	49	36	31	29	100.612 €

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	201	202	203	204	205	206	207	208	209	210
	2010/11 Employees Numbers	2010/11 Employee owners Numbers	2010/11 Employee owners in % of employees %	2010/11 Employees' stake %	2010/11 Top Executives' stake %	2010/11 Ordinary employees' stake %	in 2009/10 Companies having new share plans Numbers	2009/10 Companies having %EO published Numbers	2009/10 Companies having Stock Options Numbers	2009/10 Companies having broad based plans Numbers
AT	480.756	97.933	20,37	5,39	3,18	2,20	9	8	12	15
BE	441.190	56.499	12,81	2,49	1,30	1,19	17	5	38	11
BG	14.899	8	0,05	8,82	8,82	0,00	0	0	0	0
CH	1.543.585	256.932	16,65	2,77	1,27	1,49	51	14	83	53
CY	14.778	2.189	14,81	0,39	0,05	0,35	0	1	2	2
CZ	60.652	4.431	7,31	0,29	0,14	0,15	1	0	3	19
DA	913.813	60.209	6,59	0,88	0,14	0,75	18	7	43	25
DE	4.985.222	905.336	18,16	2,11	0,91	1,20	47	17	117	72
EE	11.937	28	0,23	1,31	1,31	0,00	1	0	1	1
ES	1.824.633	206.281	11,31	3,23	1,86	1,37	12	5	30	63
FI	562.627	121.673	21,63	1,07	0,16	0,91	26	2	40	21
FR	6.909.118	2.846.041	41,19	5,32	1,44	3,88	125	230	188	237
GR	259.841	38.850	14,95	3,16	2,53	0,63	7	1	19	6
HR	58.059	10.965	18,89	3,64	1,83	1,81	0	0	3	4
HU	91.227	7.799	8,55	1,44	0,59	0,85	2	5	5	4
IE	230.873	23.617	10,23	2,26	1,34	0,91	3	2	20	13
IS	13.317	188	1,41	0,21	0,11	0,10	0	0	3	1
IT	1.422.176	231.912	16,31	4,13	3,33	0,80	19	25	68	270
LT	7.959	11	0,14	1,25	1,25	0,00	0	0	0	0
LU	72.064	668	0,93	5,04	5,02	0,02	0	0	7	0
LV	1.257	0	0,00	0,00	0,00	0,00	0	0	0	0
MT	7.462	2.306	30,90	1,54	0,68	0,86	0	0	4	3
NL	1.311.124	159.341	12,15	2,25	1,15	1,10	19	13	40	20
NO	316.954	57.680	18,20	1,50	0,63	0,88	38	8	46	41
PL	555.889	102.963	18,52	2,84	0,87	1,97	9	3	23	10
PT	227.190	5.638	2,48	0,65	0,60	0,05	2	1	10	3
RO	80.999	61.396	75,80	0,02	0,01	0,01	0	0	1	0
RS	14.642	0	0,00	0,00	0,00	0,00	0	0	0	0
SK	4.295	290	6,75	0,09	0,00	0,09	0	0	0	2
SL	59.758	1.631	2,73	0,85	0,36	0,49	0	2	0	5
SV	1.344.652	413.071	30,72	1,78	0,90	0,88	37	16	97	50
UK	6.283.895	1.597.863	25,43	2,68	1,21	1,47	130	110	370	292
32 COUNTRIES	30.126.842	7.273.749	24,14	3,01	1,32	1,69	573	475	1.273	1.243
13 NMS - PL (*)	413.282	91.054	22,03	1,10	0,57	0,53	4	8	19	40

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	211	212	213	214	215	216	217	218	219	220
	2009/10	2009/10	2009/10	2009/10	2009/10	2009/10	May 2010	2009/10	2009/10	2009/10
	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%
AT	25	21	15	10	7	3	69.663 €	474.860	101.603	21,40
BE	49	42	31	22	14	8	129.521 €	441.659	65.088	14,74
BG	4	0	1	1	1	0	690 €	13.726	8	0,06
CH	146	122	81	35	17	8	695.976 €	1.482.600	268.471	18,11
CY	4	2	2	0	0	0	3.056 €	14.906	12.205	81,88
CZ	24	22	21	19	18	18	31.516 €	62.666	4.665	7,44
DA	62	52	29	11	8	5	142.560 €	877.740	60.702	6,92
DE	185	147	110	64	49	26	802.352 €	4.902.445	977.055	19,93
EE	4	2	2	1	1	1	1.365 €	12.252	27	0,22
ES	134	93	90	78	72	65	394.019 €	1.740.924	176.936	10,16
FI	62	55	35	15	8	5	147.574 €	554.269	124.732	22,50
FR	332	304	290	205	173	127	1.094.113 €	6.702.094	2.793.052	41,67
GR	28	22	18	15	9	3	43.198 €	274.996	40.888	14,87
HR	7	6	5	2	2	1	9.779 €	57.209	13.225	23,12
HU	9	8	7	3	2	2	19.696 €	93.876	6.695	7,13
IE	24	22	15	5	3	2	35.593 €	234.573	26.929	11,48
IS	3	2	0	0	0	0	3.102 €	14.056	231	1,64
IT	370	333	319	305	296	283	335.275 €	1.417.027	238.343	16,82
LT	2	0	2	1	0	0	1.742 €	7.452	12	0,16
LU	8	7	5	4	4	2	36.319 €	59.484	379	0,64
LV	0	0	0	0	0	0	318 €	1.269	0	0,00
MT	8	5	4	3	2	2	2.677 €	7.708	2.305	29,90
NL	59	53	37	22	19	12	230.138 €	1.298.857	159.484	12,28
NO	87	65	46	19	12	6	162.088 €	318.293	60.837	19,11
PL	63	35	38	28	19	7	97.326 €	546.801	97.776	17,88
PT	21	10	8	6	5	1	38.808 €	216.923	5.024	2,32
RO	3	1	0	0	0	0	13.290 €	85.695	68	0,08
RS	0	0	0	0	0	0	873 €	15.749	0	0,00
SK	2	2	2	2	2	2	947 €	4.276	303	7,08
SL	11	6	5	5	4	4	6.471 €	58.012	1.780	3,07
SV	175	115	97	50	31	17	273.183 €	1.300.446	360.292	27,71
UK	537	429	413	267	211	161	1.623.425 €	6.255.385	1.662.439	26,58
32 COUNTRIES	2.448	1.983	1.728	1.198	989	771	6.446.653 €	29.548.229	7.261.555	24,58
13 NMS - PL (*)	78	54	51	37	32	30	91.546 €	419.047	41.292	9,85

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	221	222	223	224	225	226	227	228	229	230
	2009/10 Employees' stake %	2009/10 Top Executives' stake %	2009/10 Ordinary employees' stake %	in 2008/9 Companies having new share plans Numbers	2008/9 Companies having %EO published Numbers	2008/9 Companies having Stock Options Numbers	2008/9 Companies having broad based plans Numbers	2008/9 Companies having EOwnership Numbers	2008/9 Companies having E Share Plans Numbers	2008/9 Companies having %EO>1% Numbers
AT	5,04	2,65	2,40	7	8	11	15	26	20	16
BE	2,72	1,43	1,29	18	5	37	11	48	40	28
BG	9,68	9,68	0,00	0	0	0	0	4	0	1
CH	2,85	1,22	1,62	48	13	82	52	146	121	80
CY	4,51	0,06	4,44	1	1	2	2	4	2	2
CZ	0,33	0,15	0,19	1	0	2	19	23	21	20
DA	0,72	0,13	0,59	26	7	43	25	61	52	31
DE	2,13	0,93	1,20	60	17	117	72	186	145	114
EE	0,66	0,65	0,01	1	0	1	1	4	2	3
ES	3,37	1,81	1,55	16	5	28	64	133	93	92
FI	1,28	0,19	1,10	25	2	40	21	62	54	39
FR	5,23	1,46	3,77	131	227	184	234	330	300	288
GR	3,10	2,44	0,66	9	1	18	6	29	21	18
HR	3,85	1,47	2,38	1	0	3	4	6	6	5
HU	1,55	0,69	0,85	1	5	5	5	9	8	7
IE	2,37	1,39	0,98	7	2	20	13	24	22	15
IS	0,15	0,08	0,07	2	0	3	1	3	2	2
IT	2,72	1,89	0,83	19	21	68	266	367	329	315
LT	0,54	0,54	0,00	0	0	0	0	3	0	2
LU	6,09	6,05	0,03	1	0	7	0	8	7	5
LV	0,00	0,00	0,00	0	0	0	0	0	0	0
MT	6,04	5,25	0,79	0	0	4	3	7	5	3
NL	2,39	1,22	1,16	21	11	40	20	59	52	38
NO	1,61	0,84	0,77	33	7	46	39	86	65	48
PL	2,49	1,56	0,93	10	2	23	10	61	33	39
PT	1,01	0,95	0,06	2	1	10	3	21	10	8
RO	0,01	0,01	0,00	0	0	1	0	3	1	0
RS	0,00	0,00	0,00	0	0	0	0	0	0	0
SK	0,25	0,00	0,25	0	0	0	2	2	2	2
SL	0,72	0,35	0,37	0	2	0	4	11	6	5
SV	1,68	0,82	0,87	48	14	93	50	167	112	95
UK	2,48	1,06	1,42	134	105	368	286	526	424	423
32 COUNTRIES	2,91	1,23	1,68	622	456	1.256	1.228	2.419	1.955	1.744
13 NMS - PL (*)	1,33	0,63	0,70	5	8	18	40	76	53	50

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	231	232	233	234	235	236	237	238	239	240
	2008/9	2008/9	2008/9	May 2009	2008/9	2008/9	2008/9	2008/9	2008/9	2008/9
	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake
	Numbers	Numbers	Numbers	million €	Numbers	Numbers	%	%	%	%
AT	10	7	3	57.240 €	493.639	98.881	20,03	4,48	2,11	2,37
BE	22	14	9	90.818 €	473.056	72.986	15,43	2,67	1,43	1,25
BG	1	1	0	617 €	12.606	8	0,06	7,78	7,78	0,00
CH	36	17	9	533.912 €	1.523.421	289.231	18,99	2,27	0,98	1,29
CY	0	0	0	3.335 €	14.935	12.234	81,91	4,35	0,03	4,32
CZ	20	19	19	29.230 €	57.202	4.779	8,35	0,96	0,77	0,19
DA	11	8	5	104.074 €	876.071	61.960	7,07	0,69	0,14	0,55
DE	67	50	27	663.867 €	4.983.450	958.453	19,23	2,13	0,88	1,24
EE	1	1	1	936 €	12.910	29	0,22	0,76	0,75	0,01
ES	79	73	65	395.666 €	1.730.300	172.923	9,99	3,52	1,86	1,67
FI	15	8	5	135.702 €	591.888	120.991	20,44	1,61	0,28	1,33
FR	206	174	132	969.446 €	6.758.948	2.626.019	38,85	5,43	1,66	3,77
GR	14	9	3	54.968 €	265.872	44.331	16,67	2,76	2,19	0,56
HR	2	2	1	7.978 €	57.762	15.465	26,77	4,10	1,73	2,36
HU	3	2	2	12.850 €	76.449	6.539	8,55	1,74	0,74	0,99
IE	5	3	2	28.565 €	256.565	29.057	11,33	2,59	1,47	1,12
IS	1	0	0	2.612 €	13.273	312	2,35	0,90	0,82	0,08
IT	300	294	280	306.097 €	1.427.725	247.488	17,33	2,64	1,75	0,89
LT	1	0	0	1.018 €	8.153	15	0,18	0,63	0,63	0,00
LU	4	4	2	22.508 €	61.024	440	0,72	1,37	1,33	0,04
LV	0	0	0	246 €	1.398	0	0,00	0,00	0,00	0,00
MT	2	1	1	2.070 €	8.354	2.306	27,60	1,37	0,74	0,62
NL	21	18	12	172.127 €	1.376.053	152.523	11,08	2,19	1,14	1,05
NO	19	11	5	119.871 €	324.092	62.522	19,29	1,31	0,72	0,59
PL	28	18	9	72.449 €	552.085	75.629	13,70	2,68	1,29	1,39
PT	6	5	1	39.538 €	214.003	5.338	2,49	1,16	1,08	0,07
RO	0	0	0	10.577 €	91.367	29	0,03	0,01	0,01	0,00
RS	0	0	0	1.190 €	16.871	0	0,00	0,00	0,00	0,00
SK	2	2	2	646 €	4.769	426	8,93	0,37	0,00	0,37
SL	5	4	4	6.722 €	57.527	1.924	3,34	0,74	0,36	0,39
SV	47	28	12	179.896 €	1.359.254	375.333	27,61	1,51	0,58	0,93
UK	265	208	157	1.228.386 €	6.413.452	1.687.997	26,32	2,84	1,15	1,69
32 COUNTRIES	1.193	981	768	5.255.158 €	30.114.474	7.126.170	23,66	3,00	1,23	1,77
13 NMS - PL (*)	37	32	30	76.225 €	403.432	43.754	10,85	1,47	0,74	0,73

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	241	242	243	244	245	246	247	248	249	250
	in 2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8
	Companies having new share plans Numbers	Companies having %EO published Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers	Companies having %EO>6% Numbers	Companies having %EO>20% Numbers	Companies having %EO>50% Numbers
AT	4	8	11	15	24	19	16	10	7	3
BE	21	5	35	11	47	38	32	23	15	10
BG	0	0	0	0	4	0	1	1	1	0
CH	38	10	82	52	145	119	81	34	17	8
CY	0	1	2	2	4	2	2	1	0	0
CZ	1	0	2	19	23	21	20	20	19	19
DA	27	7	40	24	61	49	31	12	8	5
DE	60	17	115	67	182	139	108	67	48	29
EE	1	0	1	1	4	1	3	1	1	1
ES	14	7	25	64	131	90	93	80	73	65
FI	26	2	40	20	62	49	40	15	8	5
FR	156	223	182	231	319	293	278	202	170	133
GR	9	1	16	5	28	19	16	12	8	2
HR	2	0	3	3	6	6	4	2	2	1
HU	1	4	5	5	9	8	7	3	2	2
IE	10	1	20	13	24	22	17	5	3	2
IS	3	0	3	1	3	2	3	1	0	0
IT	27	19	66	264	367	325	316	299	292	278
LT	0	0	0	0	4	0	2	1	0	0
LU	2	0	6	0	8	6	5	5	4	2
LV	0	0	0	0	0	0	0	0	0	0
MT	1	0	4	3	7	5	3	2	1	1
NL	26	11	40	20	58	52	39	22	18	12
NO	33	7	44	36	82	63	49	21	11	6
PL	11	2	22	8	52	30	36	30	19	9
PT	2	1	8	2	19	8	11	7	3	1
RO	0	0	1	0	3	1	0	0	0	0
RS	0	0	0	0	0	0	0	0	0	0
SK	0	0	0	2	2	2	2	2	2	2
SL	1	2	0	4	10	5	5	5	4	4
SV	52	13	86	46	161	105	89	47	31	13
UK	170	105	362	275	520	411	420	262	207	157
32 COUNTRIES	698	446	1.221	1.193	2.369	1.890	1.729	1.192	974	770
13 NMS - PL (*)	7	7	18	39	76	51	49	38	32	30

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	251	252	253	254	255	256	257	258	259	260
	May 2008	2007/8	2007/8	2007/8	2007/8	2007/8	2007/8	in 2006/7	2006/7	2006/7
	Stock capitalization	Employees	Employee owners	Employee owners in % of employees	Employees' stake	Top Executives' stake	Ordinary employees' stake	Companies having new share plans	Companies having %EO published	Companies having Stock Options
	million €	Numbers	Numbers	%	%	%	%	Numbers	Numbers	Numbers
AT	106.275 €	457.390	102.050	22,31	4,27	1,55	2,72	9	9	11
BE	154.128 €	472.423	87.672	18,56	2,17	0,91	1,26	16	6	34
BG	2.290 €	10.987	14	0,13	4,73	4,73	0,00	0	1	0
CH	677.490 €	1.491.025	285.412	19,14	2,52	1,16	1,36	32	10	79
CY	6.740 €	9.550	7.695	80,58	6,02	0,04	5,97	1	0	2
CZ	46.849 €	58.179	4.785	8,22	0,56	0,42	0,14	2	0	2
DA	157.182 €	805.666	54.279	6,74	0,64	0,16	0,47	22	7	39
DE	1.032.809 €	4.805.853	935.102	19,46	2,01	0,79	1,23	39	16	111
EE	1.559 €	11.861	9	0,08	0,64	0,64	0,00	0	0	0
ES	568.268 €	1.634.483	183.351	11,22	3,14	1,84	1,30	15	11	24
FI	225.994 €	567.119	118.513	20,90	1,63	0,23	1,41	23	3	39
FR	1.406.000 €	6.474.370	2.556.532	39,49	5,10	1,53	3,57	102	221	176
GR	105.241 €	259.577	45.532	17,54	2,28	1,70	0,59	5	1	14
HR	9.021 €	55.185	12.554	22,75	4,16	1,65	2,50	1	0	3
HU	25.174 €	76.620	6.708	8,75	1,64	0,78	0,86	2	4	5
IE	59.295 €	254.242	30.115	11,85	2,10	1,06	1,04	7	1	19
IS	2.454 €	10.831	450	4,15	1,33	1,05	0,28	2	1	2
IT	428.318 €	1.374.287	242.116	17,62	2,36	1,56	0,80	29	20	62
LT	1.772 €	8.175	19	0,23	0,63	0,63	0,00	0	0	0
LU	45.265 €	59.920	364	0,61	1,03	0,98	0,06	1	0	4
LV	389 €	1.356	0	0,00	0,00	0,00	0,00	0	0	0
MT	3.173 €	7.931	2.218	27,97	1,16	0,47	0,69	1	0	3
NL	385.868 €	1.429.596	162.862	11,39	2,00	0,83	1,17	14	12	39
NO	198.614 €	311.719	54.758	17,57	1,59	0,99	0,59	25	7	40
PL	121.622 €	527.151	25.772	4,89	2,23	1,49	0,74	14	2	20
PT	52.803 €	188.891	4.560	2,41	1,77	1,36	0,41	1	1	8
RO	20.250 €	84.148	5	0,01	0,01	0,01	0,00	1	0	1
RS	1.190 €	17.053	0	0,00	0,00	0,00	0,00	0	0	0
SK	1.142 €	5.208	762	14,63	0,20	0,00	0,20	0	0	0
SL	10.797 €	54.072	1.850	3,42	0,57	0,23	0,34	0	2	0
SV	274.919 €	1.323.603	383.977	29,01	1,72	0,80	0,92	32	10	79
UK	1.836.468 €	6.221.677	1.701.107	27,34	2,53	0,99	1,53	127	102	353
32 COUNTRIES	7.969.359 €	29.070.149	7.011.143	24,12	2,78	1,13	1,65	523	447	1.169
13 NMS - PL (*)	129.155 €	383.272	36.619	9,55	1,31	0,55	0,75	8	7	16

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	261	262	263	264	265	266	267	268	269	270
	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	2006/7	May 2007	2006/7	2006/7
	Companies having broad based plans	Companies having EOwnership	Companies having E Share Plans	Companies having %EO>1%	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employee owners
	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	Numbers	million €	Numbers	Numbers
AT	14	23	19	15	9	7	3	119.958 €	412.450	105.024
BE	11	44	36	28	21	15	9	182.455 €	448.373	80.576
BG	0	2	0	1	1	1	0	2.634 €	8.689	5
CH	51	141	113	75	33	18	9	835.329 €	1.415.588	274.689
CY	2	4	2	2	1	0	0	8.732 €	8.552	7.053
CZ	19	23	21	20	20	19	19	35.523 €	59.296	4.891
DA	20	54	48	31	11	7	4	165.431 €	716.724	39.928
DE	64	173	138	112	64	48	32	1.125.349 €	4.794.516	999.555
EE	1	5	0	3	1	1	1	2.325 €	10.771	18
ES	63	124	87	86	78	71	62	617.356 €	1.481.911	124.068
FI	20	61	47	41	16	9	5	231.486 €	503.954	102.961
FR	225	314	282	273	195	168	130	1.653.963 €	6.119.522	2.316.329
GR	5	28	17	16	13	7	2	110.971 €	209.674	41.952
HR	2	3	5	2	2	2	1	16.961 €	56.014	1.182
HU	5	9	8	7	3	2	2	28.267 €	72.790	6.500
IE	12	23	21	13	6	3	2	95.122 €	237.406	30.815
IS	1	3	2	3	2	0	0	2.459 €	10.855	705
IT	262	357	319	319	301	294	281	508.366 €	1.252.033	214.961
LT	0	4	0	2	1	0	0	1.743 €	8.256	21
LU	0	6	3	3	3	2	2	42.687 €	56.442	375
LV	0	0	0	0	0	0	0	572 €	1.348	0
MT	3	8	4	4	2	1	1	3.621 €	7.194	3.194
NL	19	57	49	36	22	17	12	440.471 €	1.360.530	206.624
NO	34	77	58	45	21	9	5	192.235 €	294.612	52.759
PL	7	47	25	35	26	16	11	124.175 €	485.977	29.223
PT	2	17	7	10	7	2	1	53.149 €	171.616	6.043
RO	0	2	1	0	0	0	0	22.277 €	92.275	9
RS	0	0	0	0	0	0	0	1.190 €	16.984	0
SK	2	2	2	2	2	2	2	958 €	5.084	762
SL	4	9	3	5	4	3	3	11.627 €	49.030	1.588
SV	42	157	95	86	49	30	14	327.113 €	1.226.119	351.067
UK	265	504	401	401	257	199	147	2.400.856 €	5.874.982	1.640.113
32 COUNTRIES	1.155	2.281	1.813	1.676	1.171	953	760	9.365.362 €	27.469.565	6.642.991
13 NMS - PL (*)	38	71	46	48	37	31	29	135.242 €	379.299	25.223

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	271	272	273	274	275	276	277	278	279	280
	2006/7	2006/7	2006/7	2006/7	2005/6	2005/6	2005/6	2005/6	2005/6	2005/6
	Employee owners in % of employees %	Employees' stake %	Top Executives' stake %	Ordinary employees' stake %	Companies having %EO published Numbers	Companies having Stock Options Numbers	Companies having broad based plans Numbers	Companies having EOwnership Numbers	Companies having E Share Plans Numbers	Companies having %EO>1% Numbers
AT	25,46	3,45	1,26	2,19	9	11	10	21	16	12
BE	17,97	2,01	0,75	1,26	5	33	9	43	35	26
BG	0,06	4,65	4,56	0,09	1	0	0	2	0	1
CH	19,40	2,30	0,88	1,42	10	75	45	133	110	62
CY	82,47	6,11	0,02	6,09	1	2	2	3	2	1
CZ	8,25	0,60	0,46	0,14	0	2	19	23	21	20
DA	5,57	0,71	0,18	0,54	7	36	18	49	45	24
DE	20,85	1,85	0,70	1,14	12	101	59	162	128	96
EE	0,17	2,16	1,94	0,22	0	0	1	5	0	2
ES	8,37	3,02	1,86	1,15	17	21	58	115	79	82
FI	20,43	1,38	0,25	1,13	2	37	13	60	44	38
FR	37,85	5,06	1,36	3,71	206	170	211	305	272	263
GR	20,01	2,85	2,40	0,45	1	15	5	23	17	14
HR	2,11	1,50	1,14	0,36	0	4	2	4	5	3
HU	8,93	1,71	1,02	0,69	5	5	5	9	8	6
IE	12,98	2,19	1,25	0,94	0	19	11	22	21	10
IS	6,49	1,77	1,34	0,43	0	2	0	2	2	2
IT	17,17	2,68	1,94	0,74	23	59	260	348	314	315
LT	0,25	0,55	0,55	0,00	0	0	0	4	0	2
LU	0,66	1,06	1,00	0,06	0	3	0	6	3	3
LV	0,00	0,00	0,00	0,00	0	0	0	0	0	0
MT	44,40	1,53	0,44	1,09	0	3	3	8	4	4
NL	15,19	1,97	0,93	1,05	10	37	18	57	47	31
NO	17,91	1,31	0,61	0,70	7	34	33	69	52	36
PL	6,01	2,31	1,58	0,73	2	14	6	32	17	27
PT	3,52	1,75	0,97	0,78	1	8	2	14	7	9
RO	0,01	0,02	0,02	0,00	0	0	0	2	0	0
RS	0,00	0,00	0,00	0,00	0	0	0	0	0	0
SK	14,99	0,24	0,00	0,24	0	0	2	2	2	2
SL	3,24	0,95	0,56	0,39	2	0	4	11	3	6
SV	28,63	1,80	0,95	0,85	8	76	40	150	93	83
UK	27,92	2,24	0,93	1,32	96	336	260	487	379	370
32 COUNTRIES	24,18	2,68	1,08	1,60	425	1.103	1.096	2.171	1.726	1.550
13 NMS - PL (*)	6,65	1,36	0,67	0,69	9	16	38	73	45	47

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	281	282	283	284	285	286	287	288	289	290
	2005/6	2005/6	2005/6	May 2006	2005/6	2005/6	2021/22	2021/22	2021/22	2021/22
	Companies having %EO>6%	Companies having %EO>20%	Companies having %EO>50%	Stock capitalization	Employees	Employees' stake	Listed companies	Listed companies Average date of first Empl. Share Plan	Listed companies Companies having published %EO	Listed companies Companies having Stock Options
	Numbers	Numbers	Numbers	million €	Numbers	%	Numbers	Year	Numbers	Numbers
AT	9	7	3	77.883 €	328.817	2,47	39	2.006	7	12
BE	20	16	8	148.922 €	432.179	1,78	56	2.002	2	43
BG	1	1	0	1.660 €	7.246	6,08	6	0	0	0
CH	31	17	9	751.166 €	1.279.174	2,06	167	2.003	11	90
CY	0	0	0	5.303 €	8.403	0,35	5	2.007	0	4
CZ	20	19	19	29.419 €	57.778	0,62	7	2.009	0	5
DA	11	7	4	129.107 €	574.499	0,70	74	2.005	4	57
DE	54	40	28	899.207 €	4.435.163	1,37	241	2.002	9	133
EE	1	1	1	1.696 €	6.573	0,56	8	2.011	0	3
ES	73	67	62	494.223 €	1.344.172	2,78	99	2.008	2	35
FI	17	9	6	199.360 €	490.975	1,33	84	2.007	2	52
FR	191	162	125	1.350.771 €	5.820.924	4,74	271	2.000	184	209
GR	12	5	2	94.267 €	196.234	1,92	38	2.006	0	22
HR	3	3	1	12.233 €	55.986	1,41	14	2.007	0	5
HU	3	3	2	25.901 €	59.193	1,76	8	2.001	3	5
IE	6	2	1	77.640 €	209.795	1,75	26	1.999	0	25
IS	1	0	0	2.164 €	8.461	1,36	10	2.009	1	7
IT	302	291	277	471.356 €	1.188.038	3,11	142	2.008	1	83
LT	1	1	0	1.680 €	8.210	1,29	8	2.018	0	0
LU	3	2	2	37.099 €	51.531	0,77	17	2.010	0	12
LV	0	0	0	590 €	1.323	0,00	1	0	0	0
MT	2	1	1	3.262 €	7.355	1,78	12	2.005	0	6
NL	22	15	11	325.292 €	1.334.914	1,69	79	2.004	8	52
NO	19	11	4	177.874 €	247.066	1,14	137	2.008	6	84
PL	21	14	10	101.373 €	474.661	1,88	99	2.010	0	47
PT	7	2	1	38.934 €	170.462	1,16	26	2.004	1	10
RO	0	0	0	19.473 €	99.395	0,02	13	2.011	0	2
RS	0	0	0	1.190 €	16.699	0,00	3	0	0	0
SK	2	2	2	908 €	4.962	0,29	2	0	0	0
SL	6	3	3	7.699 €	43.745	1,66	10	1.995	1	0
SV	46	28	14	286.269 €	1.180.967	1,31	241	2.009	10	190
UK	242	190	141	2.040.078 €	5.724.769	1,90	495	2.001	5	471
32 COUNTRIES	1.126	919	737	7.813.998 €	25.869.668	2,37	2.438	2.004	257	1.664
13 NMS - PL (*)	39	34	29	109.824 €	360.170	1,05	94	2.007	4	30

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	291 2021/22 Listed companies Companies having broad based plans Numbers	292 2021/22 Listed companies Companies having EOwnership Numbers	293 2021/22 Listed companies Companies having E Share Plans Numbers	294 2021/22 Listed companies Companies having %EO>1% Numbers	295 2021/22 Listed companies Companies having %EO>6% Numbers	296 2021/22 Listed companies Companies having %EO>20% Numbers	297 2021/22 Listed companies Companies having %EO>50% Numbers	298 2021/22 Listed companies having plans Employees Numbers	299 2021/22 Listed companies having plans Employee owners Numbers	300 2021/22 Listed companies having plans Employee owners in % of employees
AT	20	34	28	16	9	5	1	379.901	62.246	16,4
BE	14	51	47	29	17	12	4	518.017	25.356	4,9
BG	0	6	0	2	2	2	1	0	0	0,0
CH	62	166	151	74	24	14	5	1.812.441	228.266	12,6
CY	2	4	4	0	0	0	0	7.025	453	6,4
CZ	3	6	7	3	1	0	0	49.573	3.387	6,8
DA	32	72	71	29	10	6	2	878.330	42.417	4,8
DE	97	206	181	81	35	30	11	5.584.279	881.891	15,8
EE	1	7	4	2	0	0	0	6.771	143	2,1
ES	20	84	66	34	19	12	6	1.708.369	64.369	3,8
FI	41	83	82	35	9	3	0	556.123	102.358	18,4
FR	199	261	255	205	106	62	31	7.952.351	2.593.029	32,6
GR	6	32	26	18	16	13	4	130.213	5.481	4,2
HR	5	7	9	3	1	1	1	43.778	488	1,1
HU	4	6	7	3	1	1	0	88.067	6.119	6,9
IE	18	26	26	11	1	0	0	285.043	12.953	4,5
IS	2	9	8	4	2	1	0	18.627	700	3,8
IT	23	134	119	67	45	37	25	1.124.640	98.329	8,7
LT	2	8	4	3	1	1	0	5.294	449	8,5
LU	1	15	15	6	3	3	2	142.362	3.071	2,2
LV	0	0	0	0	0	0	0	0	0	0,0
MT	4	9	8	5	2	1	1	6.634	2.299	34,6
NL	23	76	73	41	15	9	3	1.578.141	119.795	7,6
NO	70	133	124	64	17	9	3	372.990	44.926	12,0
PL	14	69	65	35	24	18	5	476.584	11.792	2,5
PT	4	18	12	4	3	3	1	223.751	3.641	1,6
RO	2	9	4	0	0	0	0	30.817	1.004	3,3
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	1	1	1	0	0	0	0,0
SL	3	7	3	1	1	1	1	7.804	32	0,4
SV	88	237	219	110	35	16	5	1.772.710	330.342	18,6
UK	367	494	492	306	103	41	6	6.041.902	1.632.102	27,0
32 COUNTRIES	1.127	2.270	2.110	1.192	503	302	118	31.802.536	6.277.440	19,7
13 NMS - PL (*)	26	70	50	23	10	8	4	245.763	14.373	5,8

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	301 2021/22 Listed companies applying Profit-sharing Numbers	302 2021/22 Listed companies full info about EXEC shareholdings Numbers	303 2021/22 Listed companies Discriminations in voting rights Numbers	304 2021/22 Listed companies Employee owners on Boards Numbers	305 2021/22 Listed companies Employees on Boards Numbers	306 2021/22 Listed companies EXEC owners on Boards Numbers	307 2021/22 Listed companies One-Tier Board structure Numbers	308 2021/22 Listed companies Two-Tier Board structure Numbers	309 2020/21 Listed companies Companies having published %EO Numbers	310 2020/21 Listed companies Companies having Stock Options Numbers
AT	5	10	1	1	31	5	1	38	8	12
BE	5	11	3	0	1	12	52	4	2	43
BG	0	5	0	0	0	2	2	4	0	0
CH	20	159	16	0	2	15	39	128	13	90
CY	0	5	0	0	0	0	4	1	0	4
CZ	0	2	0	0	2	0	1	6	0	5
DA	1	58	11	0	49	9	4	70	4	57
DE	28	51	7	0	142	32	6	235	8	132
EE	0	8	0	0	0	0	0	8	0	3
ES	5	95	1	0	1	15	98	1	2	35
FI	9	75	15	0	9	6	10	74	3	51
FR	215	202	92	35	150	71	192	79	182	209
GR	0	22	0	1	4	15	38	0	0	20
HR	0	4	0	0	10	1	0	14	0	5
HU	0	3	0	0	7	1	0	8	3	5
IE	2	26	0	0	0	1	26	0	0	24
IS	0	3	0	0	0	2	2	8	1	6
IT	0	124	2	0	0	44	20	122	1	83
LT	0	7	0	0	0	1	4	4	0	0
LU	2	6	0	0	0	3	8	9	0	11
LV	0	1	0	0	0	0	0	1	0	0
MT	0	9	0	0	0	2	9	3	0	6
NL	9	57	17	0	4	12	16	63	7	52
NO	6	114	1	1	61	13	13	124	6	83
PL	3	84	4	0	9	23	1	98	0	45
PT	5	24	0	0	0	3	16	10	1	10
RO	1	6	0	0	0	0	8	5	0	2
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	1	0	2	0	0
SL	1	9	0	0	9	1	1	9	1	0
SV	19	229	84	2	87	30	97	144	12	181
UK	23	454	2	0	2	86	494	1	9	470
32 COUNTRIES	359	1.864	256	40	582	406	1.163	1.275	263	1.644
13 NMS - PL (*)	2	60	0	0	30	9	29	65	4	30

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	311 2020/21 Listed companies Companies having broad based plans Numbers	312 2020/21 Listed companies Companies having EOwnership Numbers	313 2020/21 Listed companies Companies having E Share Plans Numbers	314 2020/21 Listed companies Companies having %EO>1% Numbers	315 2020/21 Listed companies Companies having %EO>6% Numbers	316 2020/21 Listed companies Companies having %EO>20% Numbers	317 2020/21 Listed companies Companies having %EO>50% Numbers	318 2020/21 Listed companies having plans Employees Numbers	319 2020/21 Listed companies having plans Employee owners Numbers	320 2020/21 Listed companies having plans Employee owners in % of employees
AT	20	34	27	16	9	5	1	381.262	67.321	17,7
BE	14	51	47	28	18	13	3	508.782	28.363	5,6
BG	0	6	0	2	2	2	0	0	0	0,0
CH	62	161	148	76	25	16	5	1.783.144	235.215	13,2
CY	2	5	4	1	1	0	0	7.123	519	7,3
CZ	3	6	7	3	2	0	0	53.343	3.592	6,7
DA	32	71	71	27	10	6	2	867.829	45.750	5,3
DE	90	203	175	78	37	30	11	5.565.907	905.819	16,3
EE	1	6	4	1	0	0	0	5.967	131	2,2
ES	19	84	64	32	19	13	6	1.775.770	71.214	4,0
FI	39	80	80	36	10	5	0	556.601	109.633	19,7
FR	194	261	253	211	105	65	31	7.744.612	2.636.979	34,0
GR	6	29	24	17	15	11	4	145.649	5.681	3,9
HR	5	7	9	3	2	2	1	43.943	1.299	3,0
HU	4	7	7	2	1	1	0	91.575	6.732	7,4
IE	18	26	26	13	2	0	0	273.576	12.531	4,6
IS	2	9	8	4	2	1	0	17.889	778	4,3
IT	22	134	118	69	49	39	26	1.113.369	99.949	9,0
LT	1	6	2	2	1	1	0	1.634	337	20,6
LU	1	13	13	5	3	3	2	125.390	2.163	1,7
LV	0	0	0	0	0	0	0	0	0	0,0
MT	4	9	8	5	2	1	1	6.595	2.316	35,1
NL	23	74	72	39	18	9	4	1.543.227	124.573	8,1
NO	66	130	122	62	19	8	4	374.682	42.657	11,4
PL	14	71	61	33	25	16	3	460.031	15.772	3,4
PT	4	18	12	4	3	3	1	218.167	3.798	1,7
RO	2	9	4	0	0	0	0	33.462	1.105	3,3
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	6	3	1	1	1	1	6.689	34	0,5
SV	87	238	211	112	37	15	5	1.727.114	346.328	20,1
UK	359	492	488	316	112	50	9	6.209.346	1.580.219	25,4
32 COUNTRIES	1.097	2.247	2.068	1.198	530	316	120	31.642.677	6.350.809	20,1
13 NMS - PL (*)	25	68	48	20	12	8	3	250.331	16.065	6,4

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	321 2020/21 Listed companies applying Profit-sharing Numbers	322 2020/21 Listed companies full info about EXEC shareholdings Numbers	323 2020/21 Listed companies Discriminations in voting rights Numbers	324 2020/21 Listed companies Employee owners on Boards Numbers	325 2020/21 Listed companies Employees on Boards Numbers	326 2020/21 Listed companies EXEC owners on Boards Numbers	327 2020/21 Listed companies One-Tier Board structure Numbers	328 2020/21 Listed companies Two-Tier Board structure Numbers	329 2019/20 Listed companies Companies having published %EO Numbers	330 2019/20 Listed companies Companies having Stock Options Numbers
AT	3	9	1	1	31	5	1	38	9	12
BE	5	9	4	0	1	13	52	4	2	43
BG	0	5	0	0	0	2	2	4	0	0
CH	21	157	16	0	2	14	39	126	13	89
CY	0	5	0	0	0	0	4	1	0	4
CZ	1	2	0	0	2	0	1	6	0	4
DA	1	59	11	0	49	9	4	70	4	56
DE	30	55	6	0	141	33	6	234	8	131
EE	0	7	0	0	0	0	0	8	0	3
ES	5	96	1	0	1	16	98	1	2	35
FI	10	73	16	0	8	7	10	74	5	51
FR	211	198	89	33	148	71	195	74	182	208
GR	0	4	0	1	7	15	38	0	0	20
HR	0	3	0	0	10	1	0	14	0	4
HU	0	3	0	0	7	1	0	8	3	5
IE	2	26	0	0	0	1	26	0	0	23
IS	0	3	0	0	0	2	2	8	0	6
IT	0	124	3	0	0	46	20	122	1	82
LT	0	6	0	0	0	1	3	5	1	0
LU	2	5	0	0	0	3	8	9	0	11
LV	0	1	0	0	0	0	0	1	0	0
MT	0	10	0	0	0	2	9	3	1	6
NL	10	58	16	0	3	12	16	63	6	52
NO	6	117	1	2	60	13	13	123	8	81
PL	3	83	4	0	9	24	1	97	0	45
PT	5	23	0	0	0	3	15	10	1	10
RO	2	7	0	0	0	0	9	4	0	2
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	1	10	0	0	9	1	1	9	1	0
SV	19	220	84	2	86	31	96	145	13	178
UK	26	465	2	0	2	92	493	1	7	470
32 COUNTRIES	363	1.844	254	39	578	418	1.163	1.266	267	1.631
13 NMS - PL (*)	4	60	0	0	30	8	29	65	6	28

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	331 2019/20 Listed companies Companies having broad based plans Numbers	332 2019/20 Listed companies Companies having EOwnership Numbers	333 2019/20 Listed companies Companies having E Share Plans Numbers	334 2019/20 Listed companies Companies having %EO>1% Numbers	335 2019/20 Listed companies Companies having %EO>6% Numbers	336 2019/20 Listed companies Companies having %EO>20% Numbers	337 2019/20 Listed companies Companies having %EO>50% Numbers	338 2019/20 Listed companies having plans Employees Numbers	339 2019/20 Listed companies having plans Employee owners Numbers	340 2019/20 Listed companies having plans Employee owners in % of employees
AT	19	33	27	15	9	5	1	360.969	68.631	19,0
BE	13	51	47	28	17	12	4	524.314	33.298	6,4
BG	0	6	0	2	2	2	0	0	0	0,0
CH	61	160	148	79	27	16	5	1.872.883	231.974	12,4
CY	2	5	4	1	1	0	0	7.439	595	8,0
CZ	3	6	7	2	2	0	0	53.331	3.390	6,4
DA	32	70	67	30	12	6	3	954.915	51.562	5,4
DE	87	203	173	80	39	30	10	5.649.809	931.645	16,5
EE	1	7	3	2	0	0	0	9.002	113	1,3
ES	19	82	63	30	17	13	6	1.872.557	76.052	4,1
FI	37	79	79	35	11	5	2	559.083	102.726	18,4
FR	190	263	252	217	105	65	31	7.940.750	2.636.563	33,2
GR	6	28	24	17	16	12	4	155.291	5.856	3,8
HR	5	7	8	4	2	2	1	45.777	1.374	3,0
HU	4	7	7	4	1	1	0	96.716	7.336	7,6
IE	16	26	26	14	2	0	0	276.496	11.044	4,0
IS	2	9	8	4	2	1	0	19.933	801	4,0
IT	21	135	113	72	48	38	26	1.104.613	101.622	9,2
LT	1	6	2	2	1	1	0	4.946	373	7,5
LU	1	13	13	5	3	3	2	118.133	1.903	1,6
LV	0	0	0	0	0	0	0	0	0	0,0
MT	4	9	8	6	2	1	1	6.488	2.323	35,8
NL	23	72	70	39	17	10	5	1.530.583	121.105	7,9
NO	61	126	111	65	20	8	3	372.163	42.500	11,4
PL	13	71	58	33	25	16	4	476.294	18.129	3,8
PT	4	19	12	5	4	4	1	218.522	4.042	1,8
RO	2	8	4	1	0	0	0	35.850	1.782	5,0
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	6	3	1	1	1	0	6.793	36	0,5
SV	86	234	208	116	41	17	4	1.771.056	365.758	20,7
UK	352	487	485	328	120	56	15	6.446.977	1.589.354	24,7
32 COUNTRIES	1.068	2.229	2.030	1.237	547	325	128	32.491.682	6.411.887	19,7
13 NMS - PL (*)	25	68	46	25	12	8	2	266.342	17.322	6,5

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	341 2019/20 Listed companies applying Profit-sharing Numbers	342 2019/20 Listed companies full info about EXEC shareholdings Numbers	343 2019/20 Listed companies Discriminations in voting rights Numbers	344 2019/20 Listed companies Employee owners on Boards Numbers	345 2019/20 Listed companies Employees on Boards Numbers	346 2019/20 Listed companies EXEC owners on Boards Numbers	347 2019/20 Listed companies One-Tier Board structure Numbers	348 2019/20 Listed companies Two-Tier Board structure Numbers	349 2018/19 Listed companies Companies having published %EO Numbers	350 2018/19 Listed companies Companies having Stock Options Numbers
AT	4	8	3	1	31	5	1	38	8	12
BE	5	12	2	0	1	12	53	3	3	43
BG	0	5	0	0	0	2	2	4	0	0
CH	26	156	15	0	2	15	38	126	11	88
CY	0	5	0	0	0	0	4	1	0	4
CZ	1	2	0	0	2	0	1	6	0	4
DA	1	62	11	0	49	9	4	70	4	55
DE	31	53	6	0	140	34	6	232	8	130
EE	0	7	0	0	0	0	0	8	0	3
ES	5	94	1	0	1	17	97	1	2	35
FI	10	72	16	0	8	9	10	73	3	50
FR	207	196	92	33	141	73	198	71	179	206
GR	0	3	0	1	9	15	38	0	0	20
HR	0	3	0	0	10	2	0	14	0	4
HU	0	4	0	0	7	1	0	8	3	5
IE	2	26	0	0	0	1	26	0	0	23
IS	0	2	0	0	0	2	2	8	0	6
IT	0	123	3	0	0	45	20	122	0	79
LT	0	6	0	0	0	1	2	5	0	0
LU	2	5	0	0	0	3	8	9	0	11
LV	0	1	0	0	0	0	0	1	0	0
MT	0	10	0	1	0	2	9	3	1	6
NL	11	58	16	0	3	12	15	64	8	51
NO	7	113	1	2	59	11	14	118	7	78
PL	2	83	4	0	9	24	1	97	0	45
PT	6	23	0	0	0	4	15	10	1	10
RO	1	7	0	0	0	0	10	3	0	2
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	10	0	0	8	1	1	9	1	0
SV	19	209	84	2	84	33	94	145	12	177
UK	25	462	2	0	2	100	489	1	7	463
32 COUNTRIES	367	1.821	256	40	568	433	1.159	1.254	258	1.610
13 NMS - PL (*)	4	61	0	1	29	9	29	64	5	28

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	351 2018/19 Listed companies Companies having broad based plans Numbers	352 2018/19 Listed companies Companies having EOwnership Numbers	353 2018/19 Listed companies Companies having E Share Plans Numbers	354 2018/19 Listed companies Companies having %EO>1% Numbers	355 2018/19 Listed companies Companies having %EO>6% Numbers	356 2018/19 Listed companies Companies having %EO>20% Numbers	357 2018/19 Listed companies Companies having %EO>50% Numbers	358 2018/19 Listed companies having plans Employees Numbers	359 2018/19 Listed companies having plans Employee owners Numbers	360 2018/19 Listed companies having plans Employee owners in % of employees
AT	18	32	27	15	9	5	1	363.109	75.117	20,7
BE	13	51	47	30	18	12	4	528.557	36.834	7,0
BG	0	6	0	2	2	2	0	0	0	0,0
CH	61	159	145	83	27	15	6	1.885.427	248.816	13,2
CY	2	5	4	0	0	0	0	7.315	738	10,1
CZ	3	7	7	2	2	0	0	53.024	3.462	6,5
DA	31	69	66	30	9	6	3	939.143	45.340	4,8
DE	85	204	171	85	39	30	11	5.595.037	940.888	16,8
EE	1	7	3	3	1	0	0	9.057	69	0,8
ES	19	77	63	29	18	12	4	1.893.488	77.746	4,1
FI	37	80	78	37	10	5	1	545.917	102.997	18,9
FR	187	262	248	213	105	66	31	7.863.713	2.524.675	32,1
GR	6	29	24	17	16	11	4	163.728	6.179	3,8
HR	5	7	8	4	2	2	1	45.896	1.551	3,4
HU	4	7	7	4	1	1	0	98.447	8.120	8,2
IE	16	25	26	14	2	0	0	281.946	10.672	3,8
IS	2	8	8	1	1	1	0	18.901	842	4,5
IT	20	132	106	69	47	39	27	1.093.125	107.261	9,8
LT	0	4	2	2	1	1	0	5.022	16	0,3
LU	1	12	13	5	3	3	2	65.956	1.708	2,6
LV	0	0	0	0	0	0	0	0	0	0,0
MT	4	9	8	5	2	1	1	6.136	2.236	36,4
NL	22	69	68	39	16	10	5	1.494.159	116.476	7,8
NO	58	119	108	65	25	11	4	352.819	41.211	11,7
PL	13	73	58	33	27	17	4	466.435	25.896	5,6
PT	4	19	11	6	4	4	2	209.777	4.229	2,0
RO	2	8	4	0	0	0	0	35.408	2.464	7,0
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	1	1	1	1	6.345	180	2,8
SV	83	234	201	125	53	18	4	1.747.710	360.245	20,6
UK	342	483	480	323	124	57	16	6.449.179	1.602.729	24,9
32 COUNTRIES	1.042	2.206	1.994	1.242	565	330	132	32.224.775	6.348.697	19,7
13 NMS - PL (*)	24	69	46	23	12	8	3	266.650	18.836	7,1

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	361 2018/19 Listed companies applying Profit-sharing Numbers	362 2018/19 Listed companies full info about EXEC shareholdings Numbers	363 2018/19 Listed companies Discriminations in voting rights Numbers	364 2018/19 Listed companies Employee owners on Boards Numbers	365 2018/19 Listed companies Employees on Boards Numbers	366 2018/19 Listed companies EXEC owners on Boards Numbers	367 2018/19 Listed companies One-Tier Board structure Numbers	368 2018/19 Listed companies Two-Tier Board structure Numbers	369 2017/18 Listed companies Companies having published %EO Numbers	370 2017/18 Listed companies Companies having Stock Options Numbers
AT	5	11	2	1	31	5	1	38	8	12
BE	6	11	0	0	1	12	54	2	3	42
BG	0	5	0	0	0	2	2	4	0	0
CH	24	154	15	0	2	15	39	123	11	88
CY	0	5	0	0	0	0	4	1	1	4
CZ	1	2	0	0	2	0	1	6	0	4
DA	1	61	11	0	48	8	4	68	4	55
DE	35	54	6	0	138	35	6	231	9	128
EE	0	7	0	0	0	1	0	8	0	3
ES	5	93	1	0	1	18	97	1	2	34
FI	10	72	16	0	8	9	9	74	2	48
FR	205	190	91	33	128	70	200	68	172	206
GR	0	3	0	1	8	15	38	0	0	20
HR	0	3	0	0	10	2	0	14	0	4
HU	0	5	0	0	7	1	0	8	3	5
IE	3	26	0	0	0	2	26	0	0	23
IS	0	2	0	0	0	1	2	8	0	6
IT	0	115	4	0	0	44	20	122	0	77
LT	0	6	0	0	0	1	2	5	0	0
LU	2	5	0	0	0	3	8	8	0	10
LV	0	1	0	0	0	0	0	1	0	0
MT	0	10	0	1	0	2	9	3	1	6
NL	12	57	16	1	3	12	14	64	8	51
NO	7	107	1	2	56	13	15	114	6	72
PL	2	80	4	0	9	25	1	96	0	42
PT	6	23	0	0	0	4	15	10	1	10
RO	0	7	0	0	0	0	10	3	0	2
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	10	0	0	8	1	1	9	1	0
SV	18	207	84	2	85	35	194	144	11	165
UK	27	457	2	0	1	101	483	1	8	457
32 COUNTRIES	371	1.790	253	41	548	437	1.256	1.238	251	1.574
13 NMS - PL (*)	3	62	0	1	29	10	29	64	6	28

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	371 2017/18 Listed companies Companies having broad based plans Numbers	372 2017/18 Listed companies Companies having EOwnership Numbers	373 2017/18 Listed companies Companies having E Share Plans Numbers	374 2017/18 Listed companies Companies having %EO>1% Numbers	375 2017/18 Listed companies Companies having %EO>6% Numbers	376 2017/18 Listed companies Companies having %EO>20% Numbers	377 2017/18 Listed companies Companies having %EO>50% Numbers	378 2017/18 Listed companies having plans Employees Numbers	379 2017/18 Listed companies having plans Employee owners Numbers	380 2017/18 Listed companies having plans Employee owners in % of employees
AT	17	32	26	14	10	6	2	357.132	73.144	20,5
BE	13	51	47	31	17	13	4	535.054	39.797	7,4
BG	0	6	0	2	2	2	0	0	0	0,0
CH	59	157	142	77	26	14	6	1.837.624	243.970	13,3
CY	2	5	4	0	0	0	0	6.454	818	12,7
CZ	2	7	7	3	2	0	0	50.249	3.360	6,7
DA	30	69	66	32	10	7	3	930.529	49.468	5,3
DE	82	193	167	91	39	28	10	5.381.517	739.362	13,7
EE	1	6	3	2	1	0	0	8.909	42	0,5
ES	18	81	59	31	20	12	5	1.854.181	80.735	4,4
FI	34	76	74	37	14	7	2	531.195	107.139	20,2
FR	186	263	248	210	112	65	31	7.325.914	2.444.508	33,4
GR	6	30	24	18	16	11	4	169.460	24.274	14,3
HR	5	7	8	4	2	2	1	44.218	2.097	4,7
HU	4	7	7	3	1	1	0	97.858	8.962	9,2
IE	15	24	25	13	2	0	0	270.812	10.548	3,9
IS	1	7	7	1	1	1	0	18.369	53	0,3
IT	19	129	97	65	47	40	28	1.091.183	109.959	10,1
LT	0	4	1	2	1	0	0	5.700	17	0,3
LU	1	11	12	5	4	4	2	61.598	1.524	2,5
LV	0	0	0	0	0	0	0	0	0	0,0
MT	4	8	8	5	3	1	1	5.799	2.134	36,8
NL	21	68	67	40	16	11	4	1.481.929	119.773	8,1
NO	56	116	101	71	24	11	4	343.695	43.696	12,7
PL	13	72	53	34	28	18	4	433.538	35.588	8,2
PT	4	20	11	8	5	5	2	204.984	4.497	2,2
RO	2	10	4	0	0	0	0	33.783	3.599	10,7
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	1	1	1	1	6.037	271	4,5
SV	78	228	187	130	59	22	6	1.671.770	379.764	22,7
UK	331	480	471	334	135	61	21	6.291.911	1.607.781	25,6
32 COUNTRIES	1.007	2.176	1.929	1.264	598	343	141	31.051.402	6.136.881	19,8
13 NMS - PL (*)	23	69	45	22	13	7	3	259.007	21.300	8,2

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	381 2017/18 Listed companies applying Profit-sharing Numbers	382 2017/18 Listed companies full info about EXEC shareholdings Numbers	383 2017/18 Listed companies Discriminations in voting rights Numbers	384 2017/18 Listed companies Employee owners on Boards Numbers	385 2017/18 Listed companies Employees on Boards Numbers	386 2017/18 Listed companies EXEC owners on Boards Numbers	387 2017/18 Listed companies One-Tier Board structure Numbers	388 2017/18 Listed companies Two-Tier Board structure Numbers	389 2016/17 Listed companies Companies having published %EO Numbers	390 2016/17 Listed companies Companies having Stock Options Numbers
AT	5	10	3	1	31	5	1	38	9	12
BE	5	11	0	0	1	12	54	2	3	41
BG	0	5	0	0	0	2	2	4	0	0
CH	22	151	16	0	2	14	39	122	11	85
CY	0	5	0	0	0	0	4	1	1	4
CZ	1	4	0	0	2	0	1	6	0	4
DA	1	62	11	0	48	8	4	68	4	53
DE	34	55	6	0	135	35	5	231	8	126
EE	0	6	0	0	0	1	0	8	0	3
ES	4	93	1	0	1	19	97	1	3	34
FI	9	72	16	0	8	10	9	73	2	47
FR	205	186	94	32	100	71	200	68	168	206
GR	0	3	0	1	8	15	38	0	0	20
HR	0	4	0	0	10	2	0	14	0	3
HU	0	6	0	0	7	1	0	8	3	5
IE	2	25	0	0	0	1	26	0	0	22
IS	0	3	0	0	0	1	2	8	0	6
IT	0	112	4	0	0	45	18	122	0	75
LT	0	6	0	0	0	1	2	5	0	0
LU	2	5	0	0	0	3	8	8	0	10
LV	0	1	0	0	0	0	0	1	0	0
MT	0	10	0	1	0	3	10	2	1	6
NL	13	54	17	0	3	12	14	64	10	51
NO	6	102	1	2	56	12	14	114	6	70
PL	1	79	4	0	9	25	1	96	0	41
PT	6	22	0	0	0	5	15	10	1	10
RO	3	7	0	0	0	0	11	2	0	1
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	9	0	0	8	1	1	9	1	0
SV	19	202	86	2	87	40	95	139	12	155
UK	26	453	2	1	1	103	482	1	9	442
32 COUNTRIES	366	1.764	261	40	519	447	1.154	1.229	252	1.532
13 NMS - PL (*)	6	64	0	1	29	11	31	62	6	26

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	391 2016/17 Listed companies Companies having broad based plans Numbers	392 2016/17 Listed companies Companies having EOwnership Numbers	393 2016/17 Listed companies Companies having E Share Plans Numbers	394 2016/17 Listed companies Companies having %EO>1% Numbers	395 2016/17 Listed companies Companies having %EO>6% Numbers	396 2016/17 Listed companies Companies having %EO>20% Numbers	397 2016/17 Listed companies Companies having %EO>50% Numbers	398 2016/17 Listed companies having plans Employees Numbers	399 2016/17 Listed companies having plans Employee owners Numbers	400 2016/17 Listed companies having plans Employee owners in % of employees
AT	17	31	25	15	10	6	2	346.575	76.343	22,0
BE	13	50	44	29	18	13	4	527.236	40.493	7,7
BG	0	5	0	1	1	1	0	0	0	0,0
CH	56	154	138	85	25	13	7	1.802.359	237.573	13,2
CY	2	5	4	0	0	0	0	6.443	1.036	16,1
CZ	2	7	7	3	2	0	0	48.457	3.319	6,9
DA	30	67	64	29	10	6	2	926.709	52.655	5,7
DE	81	192	163	95	43	32	13	5.215.258	689.694	13,2
EE	1	6	3	2	1	0	0	8.402	34	0,4
ES	18	77	55	32	20	12	5	1.769.030	87.218	4,9
FI	29	74	69	35	13	7	3	520.405	105.710	20,3
FR	181	259	244	202	109	64	31	7.073.424	2.480.545	35,1
GR	6	30	24	19	16	11	4	180.325	26.078	14,5
HR	5	7	8	4	2	2	1	43.615	2.571	5,9
HU	2	7	7	4	1	1	0	93.511	6.640	7,1
IE	14	23	24	13	1	0	0	259.599	10.928	4,2
IS	1	7	7	1	1	1	0	16.837	47	0,3
IT	18	128	92	63	47	40	28	1.096.023	108.603	9,9
LT	0	4	1	2	1	1	0	1.598	20	1,3
LU	1	11	12	5	4	4	2	59.196	1.323	2,2
LV	0	1	0	0	0	0	0	0	0	0,0
MT	3	8	8	4	2	1	1	5.456	2.043	37,5
NL	20	66	66	41	16	11	4	1.486.308	123.705	8,3
NO	54	113	96	69	24	12	3	315.562	42.347	13,4
PL	13	71	52	35	28	17	4	424.040	45.379	10,7
PT	4	20	11	8	5	5	2	196.900	4.862	2,5
RO	2	11	3	0	0	0	0	34.893	9.240	26,5
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	1	1	1	0	5.722	363	6,3
SV	72	221	176	134	58	26	7	1.565.129	372.378	23,8
UK	316	475	460	354	147	70	27	6.242.292	1.591.911	25,5
32 COUNTRIES	964	2.139	1.866	1.285	606	357	150	30.271.304	6.123.056	20,2
13 NMS - PL (*)	20	70	44	21	11	7	2	248.097	25.267	10,2

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	401 2016/17 Listed companies applying Profit-sharing Numbers	402 2016/17 Listed companies full info about EXEC shareholdings Numbers	403 2016/17 Listed companies Discriminations in voting rights Numbers	404 2016/17 Listed companies Employee owners on Boards Numbers	405 2016/17 Listed companies Employees on Boards Numbers	406 2016/17 Listed companies EXEC owners on Boards Numbers	407 2016/17 Listed companies One-Tier Board structure Numbers	408 2016/17 Listed companies Two-Tier Board structure Numbers	409 2015/16 Listed companies Companies having published %EO Numbers	410 2015/16 Listed companies Companies having Stock Options Numbers
AT	5	10	3	1	31	6	1	38	8	12
BE	8	11	0	0	1	12	55	1	3	41
BG	0	4	0	0	0	1	1	4	0	0
CH	22	148	16	0	2	13	42	117	12	84
CY	0	5	0	0	0	0	4	1	1	4
CZ	1	4	0	0	2	0	1	6	0	4
DA	1	59	11	0	47	7	3	68	5	50
DE	29	57	6	0	132	39	4	228	8	125
EE	0	6	0	0	0	1	0	7	0	3
ES	4	89	0	0	1	19	96	1	3	34
FI	9	65	16	0	8	9	11	70	2	44
FR	204	183	93	32	78	72	199	67	169	204
GR	0	3	0	1	8	15	37	0	1	20
HR	0	5	0	0	9	2	0	14	0	3
HU	0	6	0	0	7	1	0	8	3	5
IE	2	24	0	0	0	1	25	0	0	21
IS	0	3	0	0	0	1	2	8	0	5
IT	0	112	4	0	0	45	18	122	1	74
LT	0	6	0	0	0	1	2	5	0	0
LU	2	4	0	0	0	3	8	8	0	10
LV	0	1	0	0	0	0	0	1	0	0
MT	0	9	0	1	0	2	8	4	1	6
NL	11	53	17	0	3	13	13	64	11	50
NO	5	96	1	2	56	12	14	112	6	65
PL	1	80	4	0	8	25	1	94	0	40
PT	6	24	0	0	0	5	15	10	1	10
RO	3	8	0	0	0	0	10	2	0	1
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	9	0	0	8	1	1	9	1	0
SV	18	194	79	2	85	40	94	137	11	138
UK	24	443	3	1	1	108	477	1	8	433
32 COUNTRIES	357	1.722	253	40	489	454	1.143	1.211	255	1.486
13 NMS - PL (*)	6	64	0	1	28	9	27	63	6	26

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	411 2015/16 Listed companies Companies having broad based plans Numbers	412 2015/16 Listed companies Companies having EOwnership Numbers	413 2015/16 Listed companies Companies having E Share Plans Numbers	414 2015/16 Listed companies Companies having %EO>1% Numbers	415 2015/16 Listed companies Companies having %EO>6% Numbers	416 2015/16 Listed companies Companies having %EO>20% Numbers	417 2015/16 Listed companies Companies having %EO>50% Numbers	418 2015/16 Listed companies having plans Employees Numbers	419 2015/16 Listed companies having plans Employee owners Numbers	420 2015/16 Listed companies having plans Employee owners in % of employees
AT	17	31	25	15	10	7	2	345.007	83.450	24,2
BE	13	50	44	30	17	12	4	458.400	47.392	10,3
BG	0	5	0	1	1	1	0	0	0	0,0
CH	55	152	135	88	26	15	8	1.794.443	236.649	13,2
CY	2	4	4	1	0	0	0	6.727	1.284	19,1
CZ	2	6	6	3	2	0	0	45.554	3.283	7,2
DA	29	66	61	27	9	6	3	911.270	47.465	5,2
DE	77	193	161	96	44	34	14	5.167.733	691.729	13,4
EE	1	6	3	2	1	0	0	7.986	37	0,5
ES	17	77	51	30	22	14	7	1.720.933	96.250	5,6
FI	28	71	65	32	15	8	4	469.570	88.696	18,9
FR	176	257	236	201	108	68	33	7.016.212	2.406.520	34,3
GR	6	29	24	18	15	10	4	200.763	27.007	13,5
HR	5	7	8	4	2	2	1	44.534	3.042	6,8
HU	2	7	6	4	0	0	0	93.342	6.754	7,2
IE	12	23	24	13	2	0	0	239.295	11.053	4,6
IS	1	7	6	2	1	1	0	15.206	56	0,4
IT	16	120	87	61	43	37	27	1.142.202	117.775	10,3
LT	0	4	1	2	1	1	0	1.657	20	1,2
LU	1	11	12	5	4	4	2	56.025	1.136	2,0
LV	0	1	0	0	0	0	0	0	0	0,0
MT	3	8	8	5	3	1	1	5.077	2.020	39,8
NL	19	64	65	43	18	12	5	1.331.835	113.408	8,5
NO	52	113	92	67	24	12	4	319.215	43.036	13,5
PL	13	71	51	36	30	19	5	419.245	65.155	15,5
PT	4	21	11	8	5	5	2	190.293	5.165	2,7
RO	2	10	3	0	0	0	0	35.107	15.279	43,5
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	1	1	1	1	5.697	457	8,0
SV	67	211	162	132	60	29	6	1.544.486	369.412	23,9
UK	303	470	449	361	156	77	31	6.333.674	1.623.646	25,6
32 COUNTRIES	926	2.104	1.803	1.288	620	376	164	29.921.488	6.107.176	20,4
13 NMS - PL (*)	20	67	42	23	11	6	3	245.681	32.176	13,1

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	421 2015/16 Listed companies applying Profit-sharing Numbers	422 2015/16 Listed companies full info about EXEC shareholdings Numbers	423 2015/16 Listed companies Discriminations in voting rights Numbers	424 2015/16 Listed companies Employee owners on Boards Numbers	425 2015/16 Listed companies Employees on Boards Numbers	426 2015/16 Listed companies EXEC owners on Boards Numbers	427 2015/16 Listed companies One-Tier Board structure Numbers	428 2015/16 Listed companies Two-Tier Board structure Numbers	429 2014/15 Listed companies Companies having published %EO Numbers	430 2014/15 Listed companies Companies having Stock Options Numbers
AT	5	9	3	1	31	6	1	38	7	12
BE	8	14	0	0	1	10	55	1	4	41
BG	0	4	0	0	0	1	1	4	0	0
CH	23	144	17	0	2	14	47	111	12	83
CY	0	5	0	0	0	0	4	1	1	3
CZ	1	5	0	0	2	0	1	6	0	4
DA	2	60	11	0	48	7	2	69	6	49
DE	25	56	6	0	131	39	4	226	8	124
EE	0	6	0	0	0	1	0	7	0	3
ES	4	87	0	0	1	20	95	1	3	33
FI	9	64	17	0	8	11	14	66	2	42
FR	204	189	90	32	76	76	203	63	167	204
GR	0	2	0	1	8	14	37	0	1	20
HR	0	4	0	0	9	2	0	14	0	3
HU	0	5	0	0	7	0	0	8	3	5
IE	2	24	0	0	0	1	25	0	0	20
IS	0	7	0	0	0	1	2	8	0	5
IT	0	109	3	0	0	42	17	122	1	74
LT	0	6	0	0	0	1	2	5	0	0
LU	2	4	0	0	0	3	8	8	0	8
LV	0	1	0	0	0	0	0	1	0	0
MT	0	9	0	1	0	3	8	4	0	5
NL	11	52	17	0	2	14	13	62	11	49
NO	5	91	2	2	56	11	13	112	7	63
PL	1	80	4	0	8	27	1	94	0	39
PT	3	23	0	0	0	5	15	10	1	10
RO	3	9	0	0	0	0	10	2	0	1
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	9	0	0	8	1	1	9	1	0
SV	18	179	78	1	86	44	91	140	12	126
UK	25	434	3	1	1	117	474	1	9	423
32 COUNTRIES	353	1.692	251	39	487	471	1.145	1.197	256	1.449
13 NMS - PL (*)	6	64	0	1	28	9	27	63	5	24

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	431 2014/15 Listed companies Companies having broad based plans Numbers	432 2014/15 Listed companies Companies having EOwnership Numbers	433 2014/15 Listed companies Companies having E Share Plans Numbers	434 2014/15 Listed companies Companies having %EO>1% Numbers	435 2014/15 Listed companies Companies having %EO>6% Numbers	436 2014/15 Listed companies Companies having %EO>20% Numbers	437 2014/15 Listed companies Companies having %EO>50% Numbers	438 2014/15 Listed companies having plans Employees Numbers	439 2014/15 Listed companies having plans Employee owners Numbers	440 2014/15 Listed companies having plans Employee owners in % of employees
AT	17	31	23	16	10	7	2	349.895	92.761	26,5
BE	12	50	44	33	19	13	6	453.694	49.425	10,9
BG	0	5	0	1	1	1	0	0	0	0,0
CH	55	149	133	83	28	16	8	1.732.167	250.088	14,4
CY	2	4	3	1	0	0	0	8.771	1.641	18,7
CZ	2	5	6	3	2	0	0	47.194	3.253	6,9
DA	29	65	59	25	7	6	4	911.026	49.588	5,4
DE	77	189	158	98	47	37	15	5.116.857	723.767	14,1
EE	1	6	3	2	1	0	0	8.086	16	0,2
ES	17	77	50	30	25	16	8	1.646.929	103.159	6,3
FI	26	68	61	37	18	10	5	476.284	91.894	19,3
FR	172	252	233	201	108	69	34	6.959.474	2.446.727	35,2
GR	6	29	23	17	15	11	4	208.656	28.725	13,8
HR	4	7	7	3	2	2	1	47.908	2.861	6,0
HU	2	7	6	3	0	0	0	93.005	7.242	7,8
IE	12	24	22	14	4	1	1	229.030	13.884	6,1
IS	1	7	6	2	1	1	0	14.704	74	0,5
IT	15	117	84	62	44	36	26	1.217.794	128.845	10,6
LT	0	2	1	2	1	1	0	1.939	15	0,8
LU	1	11	10	5	4	4	2	53.980	781	1,4
LV	0	1	0	0	0	0	0	0	0	0,0
MT	3	7	7	4	2	1	1	4.872	2.137	43,9
NL	18	63	63	41	18	13	4	1.366.080	114.844	8,4
NO	47	107	84	63	20	10	3	322.039	42.774	13,3
PL	13	73	50	37	28	17	5	410.427	79.431	19,4
PT	4	21	11	10	5	5	2	187.707	5.977	3,2
RO	2	10	3	0	0	0	0	36.910	18.053	48,9
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	7	3	1	1	1	1	5.570	550	9,9
SV	57	200	146	119	54	25	7	1.526.552	359.606	23,6
UK	294	458	438	349	151	82	34	6.316.286	1.596.004	25,3
32 COUNTRIES	892	2.053	1.737	1.262	616	385	173	29.753.834	6.214.122	20,9
13 NMS - PL (*)	19	62	39	20	10	6	3	254.255	35.768	14,1

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	441 2014/15 Listed companies applying Profit-sharing Numbers	442 2014/15 Listed companies full info about EXEC shareholdings Numbers	443 2014/15 Listed companies Discriminations in voting rights Numbers	444 2014/15 Listed companies Employee owners on Boards Numbers	445 2014/15 Listed companies Employees on Boards Numbers	446 2014/15 Listed companies EXEC owners on Boards Numbers	447 2014/15 Listed companies One-Tier Board structure Numbers	448 2014/15 Listed companies Two-Tier Board structure Numbers	449 2013/14 Listed companies Companies having published %EO Numbers	450 2013/14 Listed companies Companies having Stock Options Numbers
AT	5	8	3	1	31	6	1	38	8	12
BE	9	15	0	0	1	10	55	1	4	40
BG	0	5	0	0	0	1	1	4	0	0
CH	21	146	17	0	4	15	47	111	13	83
CY	0	5	0	0	0	0	4	1	1	3
CZ	1	4	0	0	3	0	1	6	0	3
DA	2	59	11	0	48	7	2	69	6	48
DE	21	62	6	0	128	42	3	224	9	123
EE	0	6	0	0	0	1	0	7	0	2
ES	5	85	0	0	1	21	94	1	3	33
FI	9	62	17	0	7	11	14	65	2	42
FR	201	182	81	32	76	75	202	62	164	200
GR	0	2	0	1	8	14	37	0	1	19
HR	0	4	0	0	9	2	0	14	0	3
HU	0	5	0	0	7	0	0	8	3	5
IE	2	24	0	0	0	3	25	0	0	20
IS	0	7	0	0	0	1	2	8	0	5
IT	1	104	3	0	0	41	16	120	1	71
LT	0	6	0	0	0	1	2	5	0	0
LU	2	4	0	0	0	3	8	8	0	8
LV	0	1	0	0	0	0	0	1	0	0
MT	0	7	0	1	0	2	9	3	0	5
NL	11	50	17	0	2	13	13	62	10	47
NO	6	87	2	2	54	10	12	109	7	59
PL	1	77	4	0	8	26	1	95	0	35
PT	2	24	0	0	0	5	15	10	2	10
RO	2	9	0	0	0	0	10	2	0	1
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	2	0	0	2	0	0
SL	2	9	0	0	8	1	1	9	1	0
SV	16	162	77	1	82	39	92	132	11	117
UK	25	421	3	1	1	112	469	6	12	400
32 COUNTRIES	344	1.643	241	39	480	462	1.137	1.185	258	1.394
13 NMS - PL (*)	5	62	0	1	29	8	28	62	5	22

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	451 2013/14 Listed companies Companies having broad based plans Numbers	452 2013/14 Listed companies Companies having EOwnership Numbers	453 2013/14 Listed companies Companies having E Share Plans Numbers	454 2013/14 Listed companies Companies having %EO>1% Numbers	455 2013/14 Listed companies Companies having %EO>6% Numbers	456 2013/14 Listed companies Companies having %EO>20% Numbers	457 2013/14 Listed companies Companies having %EO>50% Numbers	458 2013/14 Listed companies having plans Employees Numbers	459 2013/14 Listed companies having plans Employee owners Numbers	460 2013/14 Listed companies having plans Employee owners in % of employees
AT	16	30	22	16	10	7	2	344.249	88.930	25,8
BE	12	50	43	31	19	12	5	455.508	52.619	11,6
BG	0	5	0	1	1	1	0	0	0	0,0
CH	55	146	132	85	29	17	9	1.704.894	248.381	14,6
CY	2	4	3	0	0	0	0	9.751	1.834	18,8
CZ	2	5	4	3	2	0	0	48.427	3.820	7,9
DA	28	63	57	20	8	5	4	913.416	53.153	5,8
DE	72	183	153	99	47	38	15	5.024.264	750.822	14,9
EE	1	6	3	3	2	1	0	8.024	18	0,2
ES	16	76	46	31	26	17	8	1.601.909	116.447	7,3
FI	25	64	59	33	15	10	4	525.370	98.196	18,7
FR	170	243	227	198	112	69	33	6.868.081	2.486.686	36,2
GR	6	28	22	16	14	10	3	217.976	30.838	14,1
HR	4	7	7	4	2	2	1	45.020	4.232	9,4
HU	2	7	6	4	0	0	0	95.136	7.527	7,9
IE	11	22	21	13	2	0	0	227.905	17.155	7,5
IS	1	7	6	2	1	1	0	14.153	114	0,8
IT	13	113	80	60	44	36	26	1.216.861	77.467	6,4
LT	0	2	1	2	1	1	0	2.296	12	0,5
LU	0	9	8	5	4	4	2	43.877	836	1,9
LV	0	1	0	0	0	0	0	0	0	0,0
MT	3	7	7	4	2	1	1	4.676	2.202	47,1
NL	16	58	56	39	16	13	4	1.360.978	119.793	8,8
NO	43	102	77	62	19	12	3	315.924	43.654	13,8
PL	13	73	45	39	29	17	5	401.108	97.711	24,4
PT	4	21	11	10	5	5	2	178.365	6.722	3,8
RO	2	8	3	0	0	0	0	35.063	24.054	68,6
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	2	1	1	1	5.587	640	11,5
SV	53	193	135	117	51	28	8	1.474.036	351.398	23,8
UK	271	449	416	356	151	84	38	6.293.872	1.549.666	24,6
32 COUNTRIES	844	1.991	1.653	1.255	613	392	174	29.436.726	6.234.928	21,2
13 NMS - PL (*)	19	61	37	23	11	7	3	253.980	44.339	17,5

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	461 2013/14 Listed companies applying Profit-sharing Numbers	462 2013/14 Listed companies full info about EXEC shareholdings Numbers	463 2013/14 Listed companies Discriminations in voting rights Numbers	464 2013/14 Listed companies Employee owners on Boards Numbers	465 2013/14 Listed companies Employees on Boards Numbers	466 2013/14 Listed companies EXEC owners on Boards Numbers	467 2013/14 Listed companies One-Tier Board structure Numbers	468 2013/14 Listed companies Two-Tier Board structure Numbers	469 2012/13 Listed companies Companies having published %EO Numbers	470 2012/13 Listed companies Companies having Stock Options Numbers
AT	5	7	3	1	31	6	1	38	8	12
BE	6	12	0	0	1	9	54	1	3	39
BG	0	5	0	0	0	1	1	4	0	0
CH	22	143	17	0	3	16	47	111	14	83
CY	0	4	0	0	0	0	4	1	1	2
CZ	1	4	0	0	4	0	1	6	0	3
DA	2	56	11	0	48	7	3	68	6	47
DE	21	62	6	0	128	42	3	224	9	122
EE	0	6	0	0	0	2	0	7	0	2
ES	4	80	0	0	1	20	93	1	3	32
FI	9	56	17	0	6	10	15	63	2	41
FR	200	176	78	32	57	76	197	64	161	195
GR	0	2	0	1	8	13	37	0	1	19
HR	0	5	0	0	10	2	0	14	0	3
HU	0	5	0	0	7	0	0	8	3	5
IE	2	22	0	0	0	2	23	0	0	20
IS	0	7	0	0	0	1	3	7	0	5
IT	2	103	3	0	0	41	15	120	1	71
LT	0	6	0	0	0	1	2	5	0	0
LU	2	3	0	0	0	3	8	6	0	8
LV	0	1	0	0	0	0	0	1	0	0
MT	0	7	0	1	0	2	8	3	0	4
NL	10	51	17	0	2	14	13	61	9	46
NO	7	84	2	1	55	11	11	107	6	53
PL	1	73	3	0	8	27	1	95	1	32
PT	2	24	0	0	0	5	15	10	1	10
RO	1	8	0	0	0	0	10	2	0	1
RS	0	0	0	0	0	0	1	2	0	0
SK	0	1	0	0	1	0	0	2	0	0
SL	1	9	0	0	8	1	1	9	1	0
SV	18	151	77	1	84	36	92	126	12	111
UK	25	398	3	1	1	115	465	1	11	386
32 COUNTRIES	341	1.571	237	38	463	463	1.124	1.167	253	1.352
13 NMS - PL (*)	3	61	0	1	30	9	27	62	5	20

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	471 2012/13 Listed companies Companies having broad based plans Numbers	472 2012/13 Listed companies Companies having EOwnership Numbers	473 2012/13 Listed companies Companies having E Share Plans Numbers	474 2012/13 Listed companies Companies having %EO>1% Numbers	475 2012/13 Listed companies Companies having %EO>6% Numbers	476 2012/13 Listed companies Companies having %EO>20% Numbers	477 2012/13 Listed companies Companies having %EO>50% Numbers	478 2012/13 Listed companies having plans Employees Numbers	479 2012/13 Listed companies having plans Employee owners Numbers	480 2012/13 Listed companies having plans Employee owners in % of employees
AT	16	30	22	17	10	7	2	341.503	94.395	27,6
BE	11	50	42	27	20	11	6	420.215	40.052	9,5
BG	0	5	0	1	1	1	0	0	0	0,0
CH	54	147	128	84	30	17	8	1.687.863	256.231	15,2
CY	2	4	2	1	0	0	0	13.364	2.063	15,4
CZ	1	5	4	3	1	0	0	54.059	3.218	6,0
DA	26	62	55	24	9	6	4	942.754	55.711	5,9
DE	70	184	147	100	52	39	17	4.999.589	793.373	15,9
EE	1	6	3	3	2	1	0	7.855	17	0,2
ES	16	76	45	30	25	15	8	1.605.559	139.423	8,7
FI	24	62	58	29	14	8	4	537.043	101.833	19,0
FR	165	241	220	200	113	72	32	6.913.075	2.501.715	36,2
GR	6	27	22	16	13	9	3	215.931	33.085	15,3
HR	4	7	7	5	2	2	1	46.508	6.475	13,9
HU	2	7	6	4	0	0	0	95.436	7.563	7,9
IE	11	22	20	12	3	1	0	226.988	18.669	8,2
IS	1	6	6	2	0	0	0	13.261	110	0,8
IT	12	113	78	62	46	37	27	1.221.002	93.093	7,6
LT	0	2	0	2	1	1	0	2.132	7	0,3
LU	0	9	8	5	4	4	2	43.988	804	1,8
LV	0	1	0	0	0	0	0	0	0	0,0
MT	3	7	7	4	2	1	1	4.651	2.241	48,2
NL	16	58	54	36	17	12	4	1.402.842	135.817	9,7
NO	42	98	71	57	19	11	2	322.063	46.242	14,4
PL	12	73	43	40	28	17	5	396.754	95.120	24,0
PT	3	20	10	9	6	5	2	174.017	6.357	3,7
RO	2	6	3	0	0	0	0	37.531	30.051	80,1
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	1	0	0	0	0	0	0	0	0,0
SL	3	8	3	2	1	1	1	5.677	730	12,9
SV	49	186	128	104	47	26	7	1.456.838	411.001	28,2
UK	264	436	397	335	152	86	38	6.329.753	1.398.539	22,1
32 COUNTRIES	816	1.959	1.589	1.214	618	390	174	29.518.252	6.273.933	21,3
13 NMS - PL (*)	18	59	35	25	10	7	3	267.213	52.365	19,6

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	481 2012/13 Listed companies applying Profit-sharing Numbers	482 2012/13 Listed companies full info about EXEC shareholdings Numbers	483 2012/13 Listed companies Discriminations in voting rights Numbers	484 2012/13 Listed companies Employee owners on Boards Numbers	485 2012/13 Listed companies Employees on Boards Numbers	486 2012/13 Listed companies EXEC owners on Boards Numbers	487 2012/13 Listed companies One-Tier Board structure Numbers	488 2012/13 Listed companies Two-Tier Board structure Numbers	489 2011/12 Listed companies Companies having published %EO Numbers	490 2011/12 Listed companies Companies having Stock Options Numbers
AT	5	7	0	1	31	6	1	38	7	12
BE	6	12	0	0	1	8	54	1	3	38
BG	0	4	0	0	0	1	1	4	0	0
CH	16	142	17	0	3	16	47	111	13	83
CY	0	4	0	0	0	0	4	1	1	2
CZ	0	3	0	0	4	0	1	6	0	3
DA	2	55	11	0	48	7	3	68	6	46
DE	21	62	7	0	126	44	2	225	10	121
EE	0	6	0	0	0	1	0	7	0	2
ES	3	77	0	0	1	20	93	1	3	31
FI	9	53	16	0	6	8	12	65	2	40
FR	203	174	79	31	55	78	197	64	156	192
GR	0	1	0	1	8	13	37	0	1	19
HR	0	5	0	0	10	2	0	14	0	3
HU	1	5	0	0	7	0	0	8	3	5
IE	1	22	0	0	0	3	23	0	0	20
IS	0	6	0	0	0	0	3	7	0	4
IT	1	102	3	0	0	41	15	119	1	71
LT	0	4	0	0	0	1	1	5	0	0
LU	2	3	0	0	0	3	8	6	0	8
LV	0	1	0	0	0	0	0	1	0	0
MT	0	6	0	1	0	2	8	3	0	4
NL	9	46	17	0	2	13	13	61	9	45
NO	6	81	2	1	55	11	9	109	11	50
PL	1	62	3	0	8	26	1	95	1	29
PT	2	23	0	0	0	6	14	11	1	10
RO	1	6	0	0	0	0	10	2	0	1
RS	0	0	0	0	0	0	1	2	1	0
SK	0	1	0	0	1	0	0	2	0	0
SL	1	9	0	0	8	1	1	9	1	0
SV	18	146	78	1	82	33	89	125	10	106
UK	19	380	2	1	1	118	459	1	11	374
32 COUNTRIES	327	1.508	235	37	457	462	1.107	1.171	251	1.319
13 NMS - PL (*)	3	54	0	1	30	8	26	62	5	20

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	491 2011/12 Listed companies Companies having broad based plans Numbers	492 2011/12 Listed companies Companies having EOwnership Numbers	493 2011/12 Listed companies Companies having E Share Plans Numbers	494 2011/12 Listed companies Companies having %EO>1% Numbers	495 2011/12 Listed companies Companies having %EO>6% Numbers	496 2011/12 Listed companies Companies having %EO>20% Numbers	497 2011/12 Listed companies Companies having %EO>50% Numbers	498 2011/12 Listed companies having plans Employees Numbers	499 2011/12 Listed companies having plans Employee owners Numbers	500 2011/12 Listed companies having plans Employee owners in % of employees
AT	16	29	22	18	10	7	2	341.376	97.436	28,5
BE	10	47	40	27	19	10	5	432.348	45.788	10,6
BG	0	5	0	1	1	1	0	0	0	0,0
CH	53	148	126	82	33	18	8	1.643.455	257.738	15,7
CY	2	4	2	2	0	0	0	13.858	2.111	15,2
CZ	1	5	4	3	1	0	0	55.086	3.222	5,8
DA	25	62	55	24	10	6	4	937.572	55.184	5,9
DE	68	185	147	102	52	40	17	4.865.334	840.364	17,3
EE	1	6	2	3	2	1	0	7.601	19	0,2
ES	15	79	44	32	23	15	8	1.742.683	152.122	8,7
FI	22	62	56	31	14	8	4	564.775	112.712	20,0
FR	161	238	217	197	107	72	34	6.756.373	2.635.096	39,0
GR	6	27	22	16	13	9	3	219.935	34.812	15,8
HR	4	7	6	4	2	2	1	47.755	8.725	18,3
HU	2	7	6	4	1	0	0	93.208	7.370	7,9
IE	11	22	20	12	3	1	0	223.982	20.242	9,0
IS	1	5	4	2	0	0	0	12.532	132	1,1
IT	12	112	77	61	45	36	27	1.231.777	110.527	9,0
LT	0	2	0	2	1	1	0	2.046	7	0,3
LU	0	9	8	5	5	4	2	44.313	731	1,6
LV	0	0	0	0	0	0	0	0	0	0,0
MT	3	6	6	4	2	1	1	4.749	2.302	48,5
NL	16	59	52	33	17	12	5	1.393.233	149.503	10,7
NO	42	91	69	48	17	12	3	321.914	49.657	15,4
PL	12	74	42	42	33	21	6	398.167	105.041	26,4
PT	3	21	10	9	6	5	1	168.797	5.921	3,5
RO	2	5	3	0	0	0	0	39.444	61.051	154,8
RS	0	1	0	1	0	0	0	0	0	0,0
SK	0	0	0	0	0	0	0	0	0	0,0
SL	3	9	3	2	1	1	1	6.150	820	13,3
SV	47	175	121	97	43	24	9	1.407.990	417.957	29,7
UK	260	423	384	303	145	84	39	6.201.724	1.412.306	22,8
32 COUNTRIES	798	1.925	1.548	1.167	606	391	180	29.178.176	6.588.894	22,6
13 NMS - PL (*)	18	56	32	25	11	7	3	269.897	85.627	31,7

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	501 2010/11 Listed companies Companies having published %EO Numbers	502 2010/11 Listed companies Companies having Stock Options Numbers	503 2010/11 Listed companies Companies having broad based plans Numbers	504 2010/11 Listed companies Companies having EOwnership Numbers	505 2010/11 Listed companies Companies having E Share Plans Numbers	506 2010/11 Listed companies Companies having %EO>1% Numbers	507 2010/11 Listed companies Companies having %EO>6% Numbers	508 2010/11 Listed companies Companies having %EO>20% Numbers	509 2010/11 Listed companies Companies having %EO>50% Numbers	510 2010/11 Listed companies having plans Employees Numbers
AT	6	12	15	28	21	16	10	7	2	336.234
BE	3	38	10	47	40	27	18	10	5	427.768
BG	0	0	0	4	0	1	1	1	0	0
CH	14	83	53	147	123	83	36	17	7	1.520.574
CY	1	2	2	3	2	1	0	0	0	14.551
CZ	0	3	1	6	4	3	1	0	0	56.893
DA	6	45	25	61	54	27	10	6	3	906.230
DE	10	120	68	182	145	104	55	43	19	4.678.459
EE	0	1	1	6	2	3	2	1	1	7.511
ES	4	30	12	79	41	32	22	14	8	1.606.630
FI	2	40	22	61	55	34	13	7	4	559.540
FR	151	191	161	236	216	192	106	75	36	6.506.408
GR	1	19	6	28	22	18	15	9	3	236.611
HR	0	3	4	8	6	4	2	2	1	48.856
HU	2	5	2	6	6	4	1	0	0	90.017
IE	1	20	11	22	20	13	3	1	0	228.623
IS	0	4	1	3	3	0	0	0	0	11.867
IT	2	70	11	109	76	58	44	35	25	1.229.218
LT	0	0	0	2	0	2	1	0	0	2.239
LU	0	8	0	8	8	5	4	4	2	41.642
LV	0	0	0	0	0	0	0	0	0	0
MT	0	4	3	6	5	4	2	1	1	4.496
NL	7	42	16	53	49	31	17	13	6	1.287.511
NO	6	48	42	88	66	43	15	10	3	302.977
PL	5	25	10	66	36	38	29	18	5	388.274
PT	1	10	3	21	10	8	6	5	1	171.491
RO	0	1	2	5	3	0	0	0	0	42.520
RS	0	0	0	0	0	0	0	0	0	0
SK	0	0	0	0	0	0	0	0	0	0
SL	1	0	3	8	3	2	1	1	1	5.854
SV	10	101	46	169	115	87	42	24	11	1.313.902
UK	12	363	254	414	374	289	142	84	39	6.058.450
32 COUNTRIES	245	1.288	784	1.876	1.505	1.129	598	388	183	28.085.347
13 NMS - PL (*)	4	19	18	54	31	24	11	6	4	272.937

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	511 2010/11 Listed companies having plans Employee owners Numbers	512 2010/11 Listed companies having plans Employee owners in % of employees	513 2009/10 Listed companies Companies having published %EO Numbers	514 2009/10 Listed companies Companies having Stock Options Numbers	515 2009/10 Listed companies Companies having broad based plans Numbers	516 2009/10 Listed companies Companies having EOwnership Numbers	517 2009/10 Listed companies Companies having E Share Plans Numbers	518 2009/10 Listed companies Companies having %EO>1% Numbers	519 2009/10 Listed companies Companies having %EO>6% Numbers	520 2009/10 Listed companies Companies having %EO>20% Numbers
AT	97.516	29,0	8	12	15	25	21	15	10	7
BE	56.483	13,2	5	38	11	46	40	28	19	11
BG	0	0,0	0	0	0	4	0	1	1	1
CH	256.817	16,9	13	83	53	145	121	80	34	16
CY	2.189	15,0	1	2	2	4	2	2	0	0
CZ	3.223	5,7	0	3	1	6	4	3	1	0
DA	57.859	6,4	6	43	25	60	52	27	9	6
DE	895.284	19,1	11	117	67	179	142	104	58	43
EE	24	0,3	0	1	1	4	2	2	1	1
ES	159.968	10,0	3	30	12	76	41	32	20	14
FI	121.668	21,7	2	40	21	62	55	35	15	8
FR	2.677.001	41,1	153	187	158	232	212	190	105	75
GR	38.844	16,4	1	19	6	28	22	18	15	9
HR	10.965	22,4	0	3	4	7	6	5	2	2
HU	7.085	7,9	3	5	2	7	6	5	1	0
IE	23.067	10,1	1	20	11	22	20	13	3	1
IS	188	1,6	0	3	1	3	2	0	0	0
IT	133.805	10,9	2	68	11	110	74	59	45	36
LT	5	0,2	0	0	0	2	0	2	1	0
LU	667	1,6	0	7	0	8	7	5	4	4
LV	0	0,0	0	0	0	0	0	0	0	0
MT	2.302	51,2	0	4	3	8	5	4	3	2
NL	157.448	12,2	7	40	16	53	47	31	16	13
NO	56.253	18,6	6	46	39	85	63	44	17	10
PL	102.392	26,4	3	23	8	61	33	36	26	17
PT	5.593	3,3	1	10	3	21	10	8	6	5
RO	61.386	144,4	0	1	0	3	1	0	0	0
RS	0	0,0	0	0	0	0	0	0	0	0
SK	0	0,0	0	0	0	0	0	0	0	0
SL	900	15,4	2	0	3	8	3	2	2	1
SV	411.883	31,3	11	97	44	168	109	90	43	24
UK	1.491.817	24,6	14	356	248	409	367	286	140	84
32 COUNTRIES	6.832.632	24,3	253	1.258	765	1.846	1.467	1.127	597	390
13 NMS - PL (*)	88.079	32,3	6	19	16	53	29	26	12	7

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	521 2009/10 Listed companies Companies having %EO>50% Numbers	522 2009/10 Listed companies having plans Employees Numbers	523 2009/10 Listed companies having plans Employee owners Numbers	524 2009/10 Listed companies having plans Employee owners in % of employees	525 2008/09 Listed companies Companies having published %EO Numbers	526 2008/09 Listed companies Companies having Stock Options Numbers	527 2008/09 Listed companies Companies having broad based plans Numbers	528 2008/09 Listed companies Companies having EOwnership Numbers	529 2008/09 Listed companies Companies having E Share Plans Numbers	530 2008/09 Listed companies Companies having %EO>1% Numbers
AT	3	330.861	101.086	30,6	8	11	15	26	20	16
BE	5	428.459	65.072	15,2	5	37	11	45	39	25
BG	0	0	0	0,0	0	0	0	4	0	1
CH	7	1.461.181	268.361	18,4	12	82	52	145	120	79
CY	0	14.679	12.205	83,1	1	2	2	4	2	2
CZ	0	58.844	3.313	5,6	0	2	1	5	3	2
DA	3	870.663	59.992	6,9	6	43	25	59	52	29
DE	20	4.612.071	967.730	21,0	11	117	67	180	140	108
EE	1	7.519	26	0,3	0	1	1	4	2	3
ES	8	1.523.506	127.193	8,3	3	28	12	75	40	34
FI	5	551.178	124.727	22,6	2	40	21	62	54	39
FR	36	6.328.555	2.642.999	41,8	150	183	156	231	209	189
GR	3	249.888	40.884	16,4	1	18	6	29	21	18
HR	1	47.881	13.225	27,6	0	3	4	6	6	5
HU	0	92.666	5.980	6,5	3	5	3	7	6	5
IE	0	232.423	26.429	11,4	1	20	11	22	20	13
IS	0	12.606	231	1,8	0	3	1	3	2	2
IT	26	1.234.436	144.051	11,7	2	68	11	111	74	59
LT	0	2.606	6	0,2	0	0	0	3	0	2
LU	2	31.893	378	1,2	0	7	0	8	7	5
LV	0	0	0	0,0	0	0	0	0	0	0
MT	2	4.744	2.301	48,5	0	4	3	7	5	3
NL	6	1.278.722	157.632	12,3	6	40	16	54	47	33
NO	4	304.116	59.446	19,5	5	46	37	84	63	46
PL	5	376.228	97.219	25,8	2	23	8	59	31	37
PT	1	161.557	4.979	3,1	1	10	3	21	10	8
RO	0	47.015	64	0,1	0	1	0	3	1	0
RS	0	0	0	0,0	0	0	0	0	0	0
SK	0	0	0	0,0	0	0	0	0	0	0
SL	1	6.149	1.020	16,6	2	0	2	8	3	2
SV	10	1.271.435	359.147	28,2	9	93	44	160	106	88
UK	38	6.040.099	1.563.340	25,9	14	355	244	402	364	299
32 COUNTRIES	187	27.581.979	6.849.036	24,8	244	1.242	756	1.827	1.447	1.152
13 NMS - PL (*)	5	282.103	38.140	13,5	6	18	16	51	28	25

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	531 2008/09 Listed companies Companies having %EO>6% Numbers	532 2008/09 Listed companies Companies having %EO>20% Numbers	533 2008/09 Listed companies Companies having %EO>50% Numbers	534 2008/09 Listed companies having plans Employees Numbers	535 2008/09 Listed companies having plans Employee owners Numbers	536 2008/09 Listed companies having plans Employee owners in % of employees	537 2007/08 Listed companies Companies having published %EO Numbers	538 2007/08 Listed companies Companies having Stock Options Numbers	539 2007/08 Listed companies Companies having broad based plans Numbers	540 2007/08 Listed companies Companies having EOwnership Numbers
AT	10	7	3	352.582	98.264	27,9	8	11	15	24
BE	19	11	6	459.594	72.970	15,9	5	35	11	43
BG	1	1	0	0	0	0,0	0	0	0	4
CH	35	16	8	1.501.703	289.126	19,3	9	82	52	144
CY	0	0	0	14.708	12.234	83,2	1	2	2	4
CZ	2	1	1	52.794	3.310	6,3	0	2	1	5
DA	9	6	3	869.934	61.250	7,0	6	40	24	59
DE	61	44	21	4.685.440	948.698	20,2	11	115	62	176
EE	1	1	1	7.916	28	0,4	0	1	1	4
ES	21	15	8	1.500.793	122.342	8,2	4	25	12	73
FI	15	8	5	588.894	120.986	20,5	2	40	20	62
FR	107	77	40	6.421.170	2.480.863	38,6	146	181	155	224
GR	14	9	3	239.782	44.327	18,5	1	16	5	28
HR	2	2	1	48.629	15.465	31,8	0	3	3	6
HU	1	0	0	75.239	5.813	7,7	3	5	3	7
IE	3	1	0	254.355	28.557	11,2	0	20	11	22
IS	1	0	0	11.823	312	2,6	0	3	1	3
IT	44	38	27	1.250.642	157.089	12,6	2	66	10	112
LT	1	0	0	2.901	6	0,2	0	0	0	4
LU	4	4	2	32.151	439	1,4	0	6	0	8
LV	0	0	0	0	0	0,0	0	0	0	0
MT	2	1	1	4.908	2.301	46,9	0	4	3	7
NL	16	13	7	1.359.664	150.898	11,1	6	40	16	53
NO	17	9	3	313.418	61.192	19,5	5	44	34	80
PL	26	16	7	380.251	75.072	19,7	2	22	6	50
PT	6	5	1	159.343	5.293	3,3	1	8	2	19
RO	0	0	0	49.679	25	0,1	0	1	0	3
RS	0	0	0	0	0	0,0	0	0	0	0
SK	0	0	0	0	0	0,0	0	0	0	0
SL	2	1	1	6.422	1.155	18,0	2	0	2	7
SV	40	21	5	1.328.233	374.241	28,2	8	86	40	154
UK	141	84	37	6.202.840	1.590.484	25,6	12	350	236	398
32 COUNTRIES	601	391	191	28.175.809	6.722.741	23,9	234	1.208	727	1.783
13 NMS - PL (*)	12	7	5	263.196	40.337	15,3	6	18	15	51

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	541 2007/08 Listed companies Companies having E Share Plans Numbers	542 2007/08 Listed companies Companies having %EO>1% Numbers	543 2007/08 Listed companies Companies having %EO>6% Numbers	544 2007/08 Listed companies Companies having %EO>20% Numbers	545 2007/08 Listed companies Companies having %EO>50% Numbers	546 2007/08 Listed companies having plans Employees Numbers	547 2007/08 Listed companies having plans Employee owners Numbers	548 2007/08 Listed companies having plans Employee owners in % of employees	549 2006/07 Listed companies Companies having published %EO Numbers	550 2006/07 Listed companies Companies having Stock Options Numbers
AT	19	16	10	7	3	332.618	101.238	30,4	9	11
BE	37	28	19	11	6	459.478	87.655	19,1	6	34
BG	0	1	1	1	0	0	0	0,0	1	0
CH	118	80	33	16	7	1.470.574	285.308	19,4	9	79
CY	2	2	1	0	0	9.323	7.695	82,5	0	2
CZ	3	2	2	1	1	53.428	3.210	6,0	0	2
DA	49	29	10	6	3	800.322	53.569	6,7	7	39
DE	134	102	61	42	23	4.511.837	925.797	20,5	10	111
EE	1	3	1	1	1	7.598	7	0,1	0	0
ES	37	35	22	15	8	1.414.453	136.070	9,6	4	24
FI	49	40	15	8	5	564.208	118.508	21,0	3	39
FR	205	183	107	77	41	6.170.003	2.420.017	39,2	144	175
GR	19	16	12	8	2	234.686	45.524	19,4	1	14
HR	6	4	2	2	1	46.234	12.554	27,2	0	3
HU	6	5	1	0	0	75.410	5.982	7,9	3	5
IE	20	15	3	1	0	252.132	29.615	11,7	0	19
IS	2	3	1	0	0	9.381	450	4,8	1	2
IT	71	61	44	37	27	1.203.484	154.408	12,8	2	62
LT	0	2	1	0	0	3.260	11	0,3	0	0
LU	6	5	5	4	2	31.548	363	1,2	0	4
LV	0	0	0	0	0	0	0	0,0	0	0
MT	5	3	2	1	1	4.889	2.213	45,3	0	3
NL	47	34	17	13	7	1.415.191	161.307	11,4	7	39
NO	61	47	19	9	4	301.504	53.631	17,8	5	40
PL	28	34	28	17	7	353.663	25.223	7,1	2	20
PT	8	11	7	3	1	140.152	4.524	3,2	1	8
RO	1	0	0	0	0	41.104	1	0,0	0	1
RS	0	0	0	0	0	0	0	0,0	0	0
SK	0	0	0	0	0	0	0	0,0	0	0
SL	2	2	2	1	1	5.707	1.155	20,2	2	0
SV	99	82	40	24	6	1.292.465	382.910	29,6	5	79
UK	356	298	140	85	39	6.016.027	1.607.680	26,7	13	342
32 COUNTRIES	1.391	1.143	606	390	196	27.220.681	6.626.627	24,3	235	1.157
13 NMS - PL (*)	26	24	13	7	5	246.953	32.828	13,3	6	16

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	551 2006/07 Listed companies Companies having broad based plans Numbers	552 2006/07 Listed companies Companies having EOwnership Numbers	553 2006/07 Listed companies Companies having E Share Plans Numbers	554 2006/07 Listed companies Companies having %EO>1% Numbers	555 2006/07 Listed companies Companies having %EO>6% Numbers	556 2006/07 Listed companies Companies having %EO>20% Numbers	557 2006/07 Listed companies Companies having %EO>50% Numbers	558 2006/07 Listed companies having plans Employees Numbers	559 2006/07 Listed companies having plans Employee owners Numbers	560 2006/07 Listed companies having plans Employee owners in % of employees
AT	14	23	19	15	9	7	3	301.005	104.207	34,6
BE	11	40	36	24	17	11	5	436.410	80.561	18,5
BG	0	2	0	1	1	1	0	0	0	0,0
CH	51	140	112	74	32	17	8	1.397.164	274.591	19,7
CY	2	4	2	2	1	0	0	8.325	7.053	84,7
CZ	1	5	3	2	2	1	1	54.513	3.286	6,0
DA	20	53	48	30	10	6	3	711.778	39.217	5,5
DE	59	167	133	106	58	42	26	4.516.585	990.462	21,9
EE	1	5	0	3	1	1	1	7.192	8	0,1
ES	10	66	34	28	20	13	5	1.282.887	77.234	6,0
FI	20	61	47	41	16	9	5	501.054	102.956	20,5
FR	150	218	195	177	99	73	37	5.838.846	2.188.508	37,5
GR	5	28	17	16	13	7	2	184.988	41.886	22,6
HR	2	3	5	2	2	2	1	47.206	1.182	2,5
HU	3	7	6	5	1	0	0	71.580	5.774	8,1
IE	10	21	19	11	4	1	0	235.346	30.315	12,9
IS	1	3	2	3	2	0	0	9.405	705	7,5
IT	8	102	65	64	46	39	30	1.095.697	130.862	11,9
LT	0	4	0	2	1	0	0	3.322	11	0,3
LU	0	6	3	3	3	2	2	29.691	370	1,2
LV	0	0	0	0	0	0	0	0	0	0,0
MT	3	8	4	4	2	1	1	4.646	3.187	68,6
NL	15	52	44	31	17	12	7	1.346.700	205.091	15,2
NO	32	75	56	43	19	7	3	287.001	51.819	18,1
PL	5	45	23	33	24	14	9	328.817	28.684	8,7
PT	2	17	7	10	7	2	1	127.412	6.015	4,7
RO	0	2	1	0	0	0	0	46.348	5	0,0
RS	0	0	0	0	0	0	0	0	0	0,0
SK	0	0	0	0	0	0	0	0	0	0,0
SL	2	6	1	2	1	0	0	5.155	918	17,8
SV	36	150	89	79	42	23	7	1.197.981	349.999	29,2
UK	227	389	349	286	143	86	40	5.677.163	1.551.076	27,3
32 COUNTRIES	690	1.702	1.320	1.097	593	377	197	25.754.214	6.275.982	24,4
13 NMS - PL (*)	14	46	22	23	12	6	4	248.287	21.424	8,6

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 3.139 largest European companies - 35 million employees)

Countries	561 2005/06 Listed companies Companies having published %EO Numbers	562 2005/06 Listed companies Companies having Stock Options Numbers	563 2005/06 Listed companies Companies having broad based plans Numbers	564 2005/06 Listed companies Companies having EOwnership Numbers	565 2005/06 Listed companies Companies having E Share Plans Numbers	566 2005/06 Listed companies Companies having %EO>1% Numbers	567 2005/06 Listed companies Companies having %EO>6% Numbers	568 2005/06 Listed companies Companies having %EO>20% Numbers	569 2005/06 Listed companies Companies having %EO>50% Numbers
AT	9	11	10	21	16	12	9	7	3
BE	5	33	9	39	35	22	16	12	4
BG	1	0	0	2	0	1	1	1	0
CH	9	75	45	132	109	61	30	16	8
CY	1	2	2	3	2	1	0	0	0
CZ	0	2	1	5	3	2	2	1	1
DA	7	36	18	48	45	23	10	6	3
DE	9	101	54	156	123	90	48	34	22
EE	0	0	1	5	0	2	1	1	1
ES	5	21	6	59	27	26	17	11	7
FI	2	37	13	60	44	38	17	9	6
FR	128	169	137	208	186	166	94	66	34
GR	1	15	5	23	17	14	12	5	2
HR	0	4	2	4	5	3	3	3	1
HU	3	5	3	7	6	4	1	1	0
IE	0	19	10	20	19	8	4	1	0
IS	0	2	0	2	2	2	1	0	0
IT	2	58	7	93	60	62	49	38	28
LT	0	0	0	4	0	2	1	1	0
LU	0	3	0	6	3	3	3	2	2
LV	0	0	0	0	0	0	0	0	0
MT	0	3	3	8	4	4	2	1	1
NL	5	37	14	52	42	26	17	10	7
NO	5	34	31	67	50	34	17	9	2
PL	2	14	4	30	15	25	19	12	8
PT	1	8	2	14	7	9	7	2	1
RO	0	0	0	2	0	0	0	0	0
RS	0	0	0	0	0	0	0	0	0
SK	0	0	0	0	0	0	0	0	0
SL	1	0	2	8	1	3	3	0	0
SV	4	76	34	143	87	76	39	21	7
UK	12	326	222	376	330	260	133	82	38
32 COUNTRIES	212	1.091	635	1.597	1.238	979	556	352	186
13 NMS - PL (*)	6	16	14	48	21	22	14	9	4

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	570	571	572	573	574	575	576	577	578	579
	2021/22	2021/22	2021/22	2021/22	2021/22	2021/22	2020/21	2020/21	2020/21	2020/21
	Large non-listed employee-owned companies Numbers	Large non-listed EO companies Birthdate Year	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees
AT	1	2.006	23 €	2.100	114	5,43	21 €	1.900	120	6,32
BE	4	2.003	39 €	1.357	476	35,09	29 €	1.241	315	25,41
BG	0	0	0 €	0	0	0,00	0 €	0	0	0,00
CH	1	2.003	21 €	900	100	11,11	20 €	750	100	13,33
CY	0	2.007	0 €	0	0	0,00	0 €	0	0	0,00
CZ	18	1.967	70 €	2.739	595	21,73	72 €	2.922	648	22,18
DA	2	2.005	73 €	1.153	1.139	98,79	68 €	1.105	1.092	98,82
DE	6	2.001	1.152 €	11.094	10.929	98,51	1.119 €	11.021	10.743	97,48
EE	0	2.011	0 €	0	0	0,00	0 €	0	0	0,00
ES	58	1.996	6.915 €	104.374	50.279	48,17	6.440 €	103.686	50.444	48,65
FI	0	2.007	0 €	0	0	0,00	0 €	0	0	0,00
FR	117	1.997	6.186 €	115.272	50.811	44,08	4.731 €	105.052	44.499	42,36
GR	0	2.006	0 €	0	0	0,00	0 €	0	0	0,00
HR	0	2.007	0 €	0	0	0,00	0 €	0	0	0,00
HU	2	2.000	36 €	978	400	40,93	36 €	978	400	40,93
IE	2	2.000	572 €	4.300	1.414	32,87	270 €	4.000	1.329	33,21
IS	0	2.009	0 €	0	0	0,00	0 €	0	0	0,00
IT	272	1.993	3.428 €	220.305	129.017	58,56	3.259 €	216.179	129.694	59,99
LT	0	2.018	0 €	0	0	0,00	0 €	0	0	0,00
LU	0	2.010	0 €	0	0	0,00	0 €	0	0	0,00
LV	0	0	0 €	0	0	0,00	0 €	0	0	0,00
MT	0	2.005	0 €	0	0	0,00	0 €	0	0	0,00
NL	6	2.002	324 €	9.152	3.513	38,39	304 €	9.375	3.227	34,42
NO	2	2.008	182 €	5.275	3.632	68,86	177 €	4.775	3.271	68,50
PL	3	2.009	61 €	2.113	745	35,24	61 €	1.941	740	38,10
PT	0	2.004	0 €	0	0	0,00	0 €	0	0	0,00
RO	0	2.011	0 €	0	0	0,00	0 €	0	0	0,00
RS	0	0	0 €	0	0	0,00	0 €	0	0	0,00
SK	2	1.949	3 €	170	72	42,21	4 €	170	71	41,67
SL	3	1.997	66 €	1.949	753	38,65	66 €	1.869	715	38,28
SV	7	2.008	41 €	2.229	1.619	72,62	37 €	2.283	1.575	68,97
UK	186	2.003	6.201 €	211.348	166.142	78,61	5.195 €	210.579	162.814	77,32
32 COUNTRIES	692	2.001	25.393 €	696.808	421.750	60,53	21.910 €	679.826	411.797	60,57
13 NMS - PL (*)	25	1.991	175 €	5.836	1.820	31,19	179 €	5.939	1.835	30,89

(*) "New" Member States except Poland

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	580	581	582	583	584	585	586	587	588	589
	2019/20	2019/20	2019/20	2019/20	2018/19	2018/19	2018/19	2018/19	2017/18	2017/18
	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	20 €	1.900	102	5,37	20 €	1.800	102	5,67	17 €	1.400
BE	27 €	992	277	27,96	31 €	659	141	21,40	15 €	547
BG	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CH	19 €	750	100	13,33	19 €	750	100	13,33	17 €	700
CY	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	74 €	3.199	726	22,70	75 €	3.324	791	23,80	74 €	3.324
DA	54 €	1.089	1.079	99,08	46 €	1.009	999	99,01	38 €	947
DE	1.068 €	11.221	10.950	97,58	993 €	10.624	10.334	97,27	853 €	10.288
EE	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	6.350 €	105.483	50.844	48,20	5.833 €	106.020	50.705	47,83	6.017 €	103.924
FI	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	4.646 €	102.401	42.593	41,59	4.435 €	93.410	39.366	42,14	3.869 €	87.787
GR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	36 €	978	400	40,93	36 €	1.228	502	40,92	36 €	1.228
IE	233 €	3.600	1.160	32,22	199 €	3.300	1.100	33,33	195 €	3.080
IS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	3.212 €	212.846	132.704	62,35	3.095 €	205.766	129.899	63,13	2.970 €	194.467
LT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	281 €	9.211	3.078	33,42	245 €	8.743	2.809	32,12	230 €	8.466
NO	177 €	4.465	3.059	68,50	151 €	3.950	2.780	70,38	93 €	3.350
PL	61 €	1.968	738	37,52	60 €	1.741	694	39,86	58 €	1.551
PT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	4 €	170	72	42,09	4 €	170	75	44,30	4 €	170
SL	60 €	1.839	705	38,36	55 €	1.764	748	42,43	49 €	1.658
SV	29 €	2.301	1.664	72,30	26 €	2.213	1.633	73,77	22 €	2.084
UK	5.485 €	213.459	164.344	76,99	5.511 €	207.213	147.841	71,35	4.945 €	206.130
32 COUNTRIES	21.838 €	677.872	414.595	61,16	20.835 €	653.683	390.620	59,76	19.502 €	631.101
13 NMS - PL (*)	175 €	6.186	1.903	30,77	170 €	6.486	2.117	32,65	163 €	6.380

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	590	591	592	593	594	595	596	597	598	599
	2017/18	2017/18	2016/17	2016/17	2016/17	2016/17	2015/16	2015/16	2015/16	2015/16
	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees
AT	102	7,29	15 €	1.200	85	7,08	15 €	1.000	89	8,90
BE	65	11,88	14 €	517	58	11,22	16 €	484	25	5,17
BG	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CH	100	14,29	15 €	700	100	14,29	14 €	700	100	14,29
CY	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CZ	828	24,90	71 €	3.286	853	25,97	71 €	3.290	894	27,17
DA	937	98,94	28 €	875	866	98,97	21 €	787	776	98,60
DE	9.955	96,76	764 €	10.055	9.731	96,78	686 €	10.166	9.834	96,73
EE	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
ES	49.433	47,57	5.850 €	95.332	48.251	50,61	5.413 €	94.245	47.959	50,89
FI	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
FR	35.604	40,56	3.542 €	80.368	32.091	39,93	3.062 €	71.074	26.519	37,31
GR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HU	534	43,48	33 €	1.228	539	43,92	33 €	956	424	44,38
IE	950	30,84	187 €	2.870	785	27,35	182 €	2.770	720	25,99
IS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
IT	125.572	64,57	2.897 €	186.475	122.012	65,43	2.766 €	179.878	117.946	65,57
LT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LU	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LV	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
MT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
NL	2.787	32,92	192 €	8.007	2.347	29,31	185 €	7.753	2.237	28,85
NO	2.730	81,49	87 €	3.370	2.550	75,67	84 €	3.205	2.429	75,80
PL	637	41,10	56 €	1.409	591	41,97	55 €	1.370	603	44,02
PT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
RO	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
RS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
SK	80	47,08	4 €	340	162	47,56	4 €	301	147	48,98
SL	748	45,10	43 €	1.523	698	45,84	43 €	1.379	607	44,04
SV	1.582	75,93	19 €	1.936	1.443	74,54	18 €	1.771	1.290	72,85
UK	145.792	70,73	4.335 €	201.630	141.130	69,99	4.176 €	200.779	138.479	68,97
32 COUNTRIES	378.436	59,96	18.152 €	601.122	364.293	60,60	16.842 €	581.909	351.079	60,33
13 NMS - PL (*)	2.189	34,32	151 €	6.377	2.253	35,32	151 €	5.926	2.073	34,98

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	600	601	602	603	604	605	606	607	608	609
	2014/15	2014/15	2014/15	2014/15	2013/14	2013/14	2013/14	2013/14	2012/13	2012/13
	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	13 €	1.000	89	8,90	11 €	1.000	89	8,90	11 €	1.000
BE	14 €	464	25	5,39	13 €	426	25	5,87	12 €	410
BG	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CH	14 €	650	95	14,62	15 €	600	90	15,00	11 €	550
CY	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	70 €	3.272	949	29,00	67 €	3.328	1.056	31,72	65 €	3.505
DA	15 €	676	666	98,52	12 €	691	681	98,55	12 €	790
DE	639 €	10.120	9.786	96,70	634 €	10.182	9.879	97,02	602 €	10.254
EE	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	5.172 €	94.135	46.954	49,88	4.673 €	94.833	47.250	49,82	4.745 €	99.098
FI	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	2.601 €	68.955	22.106	32,06	2.418 €	67.509	22.085	32,71	2.298 €	63.555
GR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	32 €	1.228	580	47,24	32 €	1.228	626	51,02	32 €	1.210
IE	173 €	2.680	650	24,25	164 €	2.540	630	24,80	157 €	2.450
IS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	2.683 €	172.647	114.287	66,20	2.631 €	168.278	112.567	66,89	2.549 €	160.488
LT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	160 €	7.351	2.100	28,57	173 €	7.283	2.076	28,50	153 €	7.207
NO	77 €	3.000	2.277	75,91	73 €	2.750	2.089	75,95	66 €	2.500
PL	52 €	1.367	606	44,35	52 €	1.294	643	49,68	52 €	1.134
PT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	4 €	313	163	52,15	3 €	340	191	56,32	3 €	340
SL	44 €	1.398	661	47,28	45 €	1.334	683	51,23	44 €	1.336
SV	17 €	1.694	1.241	73,26	16 €	1.661	1.237	74,46	14 €	1.615
UK	3.438 €	195.087	133.135	68,24	3.990 €	182.520	125.893	68,98	3.878 €	174.407
32 COUNTRIES	15.218 €	566.037	336.370	59,43	15.023 €	547.797	327.790	59,84	14.706 €	531.850
13 NMS - PL (*)	150 €	6.211	2.353	37,89	146 €	6.230	2.557	41,04	144 €	6.391

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	610	611	612	613	614	615	616	617	618	619
	2012/13	2012/13	2011/12	2011/12	2011/12	2011/12	2010/11	2010/11	2010/11	2010/11
	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees
AT	0	0,00	10 €	900	0	0,00	11 €	900	0	0,00
BE	25	6,10	13 €	385	7	1,82	10 €	369	7	1,90
BG	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CH	85	15,45	12 €	500	80	16,00	11 €	450	75	16,67
CY	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
CZ	1.116	31,85	63 €	3.829	1.200	31,35	63 €	3.759	1.208	32,13
DA	755	95,57	10 €	740	704	95,14	10 €	730	704	96,44
DE	10.007	97,59	597 €	10.203	10.012	98,13	590 €	10.163	9.981	98,21
EE	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
ES	45.212	45,62	4.798 €	102.353	45.249	44,21	5.080 €	102.140	46.259	45,29
FI	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
FR	22.193	34,92	2.348 €	60.755	20.827	34,28	2.153 €	56.966	21.005	36,87
GR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HR	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
HU	643	53,14	34 €	1.210	643	53,14	34 €	1.210	714	59,01
IE	615	25,10	159 €	2.300	550	23,91	155 €	2.250	550	24,44
IS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
IT	107.236	66,82	2.492 €	154.421	103.371	66,94	2.394 €	145.772	98.073	67,28
LT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LU	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
LV	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
MT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
NL	2.083	28,90	145 €	7.673	2.045	26,65	149 €	7.452	1.893	25,40
NO	1.900	76,01	54 €	2.241	1.712	76,38	53 €	1.840	1.409	76,59
PL	613	54,09	55 €	1.005	563	56,06	54 €	925	528	57,03
PT	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
RO	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
RS	0	0,00	0 €	0	0	0,00	0 €	0	0	0,00
SK	199	58,67	2 €	340	199	58,67	1 €	500	290	58,00
SL	719	53,78	41 €	1.362	740	54,33	40 €	1.315	710	54,03
SV	1.185	73,40	13 €	1.577	1.153	73,14	13 €	1.524	1.111	72,92
UK	122.043	69,98	4.112 €	165.852	114.299	68,92	4.006 €	151.644	106.044	69,93
32 COUNTRIES	316.629	59,53	14.960 €	517.647	303.354	58,60	14.827 €	489.909	290.561	59,31
13 NMS - PL (*)	2.677	41,89	141 €	6.741	2.783	41,28	138 €	6.784	2.922	43,07

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	620	621	622	623	624	625	626	627	628	629
	2009/10	2009/10	2009/10	2009/10	2008/9	2008/9	2008/9	2008/9	2007/8	2007/8
	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers	Large NL EO comp. Employee owners Numbers	Large NL EO comp. Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	13 €	900	0	0,00	15 €	820	0	0,00	15 €	740
BE	9 €	346	7	2,02	9 €	344	7	2,03	8 €	325
BG	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CH	7 €	420	70	16,67	6 €	390	65	16,67	10 €	360
CY	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
CZ	63 €	3.822	1.352	35,36	63 €	4.408	1.469	33,32	65 €	4.751
DA	10 €	720	704	97,78	5 €	710	704	99,15	5 €	705
DE	540 €	9.521	9.256	97,22	563 €	9.944	9.687	97,41	538 €	9.470
EE	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
ES	5.055 €	103.368	49.693	48,07	5.042 €	109.812	50.531	46,02	5.835 €	110.147
FI	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
FR	1.969 €	54.042	20.020	37,04	2.201 €	51.164	20.220	39,52	2.080 €	49.183
GR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HR	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
HU	28 €	1.210	714	59,01	28 €	1.210	726	60,00	27 €	1.210
IE	148 €	2.150	500	23,26	141 €	2.210	500	22,62	134 €	2.110
IS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
IT	2.320 €	139.343	94.259	67,65	2.257 €	133.752	90.366	67,56	2.105 €	128.951
LT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LU	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
LV	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
MT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
NL	141 €	7.238	1.853	25,59	59 €	3.879	1.626	41,91	63 €	3.528
NO	42 €	1.790	1.372	76,62	38 €	1.710	1.311	76,68	35 €	1.440
PL	47 €	875	516	59,01	48 €	875	525	60,00	46 €	875
PT	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RO	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
RS	0 €	0	0	0,00	0 €	0	0	0,00	0 €	0
SK	3 €	500	303	60,56	3 €	710	426	60,00	3 €	1.270
SL	37 €	1.294	736	56,91	37 €	1.306	749	57,32	31 €	1.177
SV	12 €	1.465	1.069	72,99	11 €	1.404	1.027	73,17	10 €	1.339
UK	3.483 €	141.600	99.097	69,98	3.596 €	139.740	97.511	69,78	4.522 €	131.929
32 COUNTRIES	13.928 €	470.604	281.520	59,82	14.121 €	464.388	277.449	59,75	15.532 €	449.509
13 NMS - PL (*)	131 €	6.826	3.105	45,48	131 €	7.634	3.369	44,14	125 €	8.408

(*) "New" Member Sta

Data on employee share ownership in European countries

(32 countries - 2.826 largest European companies - 35 million employees)

Countries	630	631	632	633	634	635	636	637
	2007/8	2007/8	2006/7	2006/7	2006/7	2006/7	2005/6	2005/6
	Large NL EO comp Employee owners Numbers	Large NL EO comp Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp Employees Numbers	Large NL EO comp Employee owners Numbers	Large NL EO comp Employee owners in % of employees	Large NL EO comp. Stock capitalisation million €	Large NL EO comp. Employees Numbers
AT	0	0,00	16 €	700	0	0,00	18 €	700
BE	8	2,46	7 €	262	6	2,29	6 €	234
BG	0	0,00	0 €	0	0	0,00	0 €	0
CH	60	16,67	11 €	330	50	15,15	10 €	300
CY	0	0,00	0 €	0	0	0,00	0 €	0
CZ	1.575	33,15	64 €	4.783	1.605	33,55	60 €	4.689
DA	704	99,86	5 €	700	700	0,00	5 €	700
DE	9.241	97,58	524 €	9.235	9.012	97,59	511 €	8.989
EE	0	0,00	0 €	0	0	0,00	0 €	0
ES	47.233	42,88	5.390 €	99.733	46.774	46,90	4.898 €	94.454
FI	0	0,00	0 €	0	0	0,00	0 €	0
FR	19.481	39,61	1.905 €	44.520	17.385	39,05	1.773 €	41.322
GR	0	0,00	0 €	0	0	0,00	0 €	0
HR	0	0,00	0 €	0	0	0,00	0 €	0
HU	726	60,00	27 €	1.210	726	60,00	27 €	1.210
IE	500	23,70	128 €	2.060	500	24,27	105 €	1.950
IS	0	0,00	0 €	0	0	0,00	0 €	0
IT	87.675	67,99	1.980 €	121.351	84.065	69,27	1.902 €	114.008
LT	0	0,00	0 €	0	0	0,00	0 €	0
LU	0	0,00	0 €	0	0	0,00	0 €	0
LV	0	0,00	0 €	0	0	0,00	0 €	0
MT	0	0,00	0 €	0	0	0,00	0 €	0
NL	1.555	44,08	60 €	3.379	1.533	45,38	59 €	3.279
NO	1.108	76,92	31 €	1.190	919	77,25	28 €	1.090
PL	525	60,00	46 €	875	525	60,00	46 €	875
PT	0	0,00	0 €	0	0	0,00	0 €	0
RO	0	0,00	0 €	0	0	0,00	0 €	0
RS	0	0,00	0 €	0	0	0,00	0 €	0
SK	762	60,00	3 €	1.270	762	60,00	3 €	1.270
SL	677	57,54	31 €	1.139	655	57,54	29 €	1.240
SV	990	73,96	10 €	1.294	963	74,45	9 €	1.259
UK	93.424	70,81	4.322 €	124.278	89.032	71,64	3.605 €	115.377
32 COUNTRIES	266.244	59,23	14.560 €	418.309	255.213	61,01	13.094 €	392.946
13 NMS - PL (*)	3.740	44,48	124 €	8.402	3.748	44,61	119 €	8.409

(*) "New" Member Sta

LISTE DES ENTREPRISES

List of the 3.139 European companies in the EFES database in 2022 (L = Listed / NL = Non-listed)**AUSTRIA**

AT L A1 (Telekom Austria)
 AT L Addiko Bank
 AT L Agrana
 AT L Amag Austria Metall
 AT L AMS Osram
 AT L Andritz
 AT L AT&S
 AT L Atrium European RE
 AT L Bank für Tirol und Vorarlberg
 AT L Bawag Group
 AT L BKS Bank
 AT L Do & Co Restaurants
 AT L Erste Group Bank
 AT L EVN
 AT L FACC
 AT L Flughafen Wien
 AT L Frequentis
 AT L Kapsch Trafficom
 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 Pierer Mobility
 AT L Polytec
 AT L Porr
 AT L Raiffeisen Bank International
 AT L Rosenbauer International
 AT L Schoeller-Bleckmann
 AT L Semperit
 AT L Strabag
 AT L Uniqa
 AT L Verbund
 AT L Vienna Insurance
 AT L Voestalpine
 AT L Wienerberger
 AT L Zumtobel
 AT NL ACP

BELGIUM

BE L Ageas
 BE L Agfa
 BE L Anheuser-Busch InBev
 BE L Atenor
 BE L Azelis
 BE L Balta
 BE L Barco
 BE L Bekaert
 BE L Biocartis
 BE L bpost
 BE L Celyad
 BE L CFE
 BE L Co.Br.Ha
 BE L Colruyt
 BE L Deceuninck
 BE L Dieteren
 BE L Econocom
 BE L Elia
 BE L Euronav
 BE L EVS
 BE L Exmar
 BE L Fagron
 BE L Floridienne
 BE L Fluxys
 BE L Galapagos
 BE L GIMV
 BE L Greenyard
 BE L Hyloris Pharma
 BE L IBA
 BE L Jensen-Group
 BE L KBC
 BE L Kinopolis
 BE L Lotus Bakeries

BE L MDxHealth
 BE L Melexis
 BE L Mithra Pharma
 BE L Nyxoah
 BE L Ontex
 BE L Orange Belgium
 BE L Oxurion
 BE L Picanol
 BE L Proximus
 BE L Recticel
 BE L Resilux
 BE L Roularta
 BE L Sipef
 BE L Solvay
 BE L Spadel
 BE L Telenet
 BE L Ter Beke
 BE L Tessenderlo
 BE L UCB
 BE L Umicore
 BE L Van de Velde
 BE L X-FAB Silicon Foundries
 BE L Xior Student Housing
 BE NL Automation & Robotics
 BE NL Balteau
 BE NL EASI
 BE NL I-Care

BULGARIA

BG L Bulgarian American Credit Bank
 BG L Central Cooperative Bank
 BG L Chimimport
 BG L First Investment Bank
 BG L Gradus
 BG L Sopharma

SWITZERLAND

CH L ABB
 CH L Acrevis Bank
 CH L Adecco
 CH L Adval Tech
 CH L Aegis Holding
 CH L Allreal
 CH L Also
 CH L Aluflexpack
 CH L APG SGA
 CH L Arbonia
 CH L Aryzta
 CH L Ascom
 CH L Autoneum
 CH L Bachem
 CH L Baloise
 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 Food
 CH L Bellevue Group
 CH L Berner KB
 CH L Bk Linth
 CH L BKW
 CH L Bobst
 CH L Bossard
 CH L Bucher
 CH L Burckhardt Compression
 CH L Burkhalter
 CH L Bystronic
 CH L Calida
 CH L Cavotec
 CH L Cembra Money Bank
 CH L Cham Group
 CH L Cie Financière Tradition
 CH L Clariant

CH L Coltene
 CH L Comet
 CH L CPH
 CH L Crédit Suisse
 CH L Daetwyler
 CH L Datacolor
 CH L DKSH
 CH L dormakaba
 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 Santé
 CH L GAM Holding
 CH L Geberit
 CH L Givaudan
 CH L Glarner Kantonalbank
 CH L Graubuender KB
 CH L Gurit
 CH L Helvetia
 CH L Highlight Communications
 CH L Hochdorf
 CH L Huber and Suhner
 CH L Hypo Lenzburg
 CH L Idorsia
 CH L Implenla
 CH L Inficon
 CH L Interroll
 CH L Intershop
 CH L Investis
 CH L IVF Hartmann
 CH L Julius Baer
 CH L JungfrauBahn
 CH L Kardex
 CH L Klingelberg
 CH L Komax
 CH L Kudelski
 CH L Kuehne & Nagel
 CH L Kuros Biosciences
 CH L LafargeHolcim
 CH L Lalique
 CH L Landis Gyr
 CH L Lem
 CH L Liechtenstein. Landesbank
 CH L Lindt
 CH L Logitech
 CH L Lonza
 CH L Luzerner KB
 CH L MCH Group
 CH L Medacta
 CH L Medartis
 CH L Medmix Systems
 CH L Meier Tobler
 CH L Metall Zug
 CH L Meyer Burger
 CH L Mobilezone
 CH L Mobimo
 CH L Molecular Partners
 CH L Montana Aerospace
 CH L Nestle
 CH L Novartis
 CH L O Fuessli
 CH L ObsEva
 CH L OC Oerlikon
 CH L Orior
 CH L Phoenix Mecano
 CH L Poenina Holding
 CH L PolyPeptide
 CH L Precious Woods
 CH L Richemont

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CH L Rieter
 CH L Roche
 CH L Romande Energie
 CH L Santhera
 CH L Schindler
 CH L Schweiter
 CH L Sensirion
 CH L SFS Group
 CH L SGS
 CH L Siegfried
 CH L SIG
 CH L Sika
 CH L Skan Group
 CH L SoftwareONE
 CH L Sonova
 CH L St. Galler KB
 CH L Stadler Rail
 CH L Starrag
 CH L Straumann
 CH L Sulzer
 CH L Swatch
 CH L Swiss Life
 CH L Swiss RE
 CH L Swiss Steel
 CH L Swisscom
 CH L Swissquote
 CH L Tecan
 CH L Temenos
 CH L Thurgauer Kantonalbank
 CH L Titl BN Berg
 CH L Tornos N
 CH L TX Group
 CH L u-blox
 CH L UBS
 CH L Valartis
 CH L Valiant
 CH L Valora
 CH L VAT Group
 CH L Vaudoise
 CH L Vetropack
 CH L Vifor Pharma
 CH L Von Roll
 CH L Vontobel
 CH L V-ZUG Holding
 CH L Walliser KB
 CH L Ypsomed
 CH L Zehnder
 CH L Zuger KB
 CH L Zur Rose
 CH L Zurich Insurance
 CH (LI)L VP Bank Vaduz
 CH NL CSD Ingénieurs

CYPRUS

CY L Atalaya Mining
 CY L Bank of Cyprus
 CY L Hellenic Bank
 CY L Petrolia
 CY L Vassiliko Cement

CZECH REPUBLIC

CZ L Avast
 CZ L CEZ
 CZ L CZG
 CZ L Kofola
 CZ L Komerční Banka
 CZ L Moneta Money Bank
 CZ L O2
 CZ NL Cyklos
 CZ NL Dipro
 CZ NL Drevozpracující výrobní družstvo
 CZ NL Drupol
 CZ NL Elektro Becov
 CZ NL Granat
 CZ NL Horacke kovodruzstvo Trebic
 CZ NL Irisa

CZ NL Kovodruzstvo
 CZ NL Kovoplast
 CZ NL Lidokov
 CZ NL Modeva
 CZ NL Obzor
 CZ NL Otava
 CZ NL Plzenske Dilo
 CZ NL Snezka Nachod
 CZ NL Styl Plzen
 CZ NL Vyvoj Trest

DENMARK

DA L A.P. Møller - Mærsk
 DA L Alk
 DA L Alm Brand
 DA L Ambu
 DA L Asetek
 DA L Bakkafrøst
 DA L Bang & Olufsen
 DA L BankNordik
 DA L Bavarian Nordic
 DA L Better Collective
 DA L Brdr.Hartmann
 DA L Cadeler
 DA L Carlsberg
 DA L ChemoMetec
 DA L Christian Hansen
 DA L Coloplast
 DA L Columbus
 DA L D/S Norden
 DA L Danske Bank
 DA L DFDS
 DA L DSV Panalpina
 DA L Everfuel
 DA L FLSmidth & Co
 DA L Flügger
 DA L Genmab
 DA L GN Store Nord
 DA L Green Hydrogen Systems
 DA L Grønlandsbanken
 DA L H. Lundbeck
 DA L H+H International
 DA L ISS
 DA L Jeudan
 DA L Jobindex
 DA L Jyske Bank
 DA L Københavns Lufthavn
 DA L Maersk Drilling
 DA L Matas
 DA L NC Group
 DA L Nilfisk
 DA L NKT
 DA L NNIT
 DA L North Media
 DA L Novo Nordisk
 DA L Novozymes
 DA L NTG Nordic Transport
 DA L Orphazyme
 DA L Orsted
 DA L Pandora
 DA L Park Street
 DA L Parken
 DA L Per Aarsleff
 DA L Ringkjøbing Landbobank
 DA L Rockwool International
 DA L Royal Unibrew
 DA L RTX
 DA L Sanistaal
 DA L Scandinavian Tobacco
 DA L Schouw & Co
 DA L SimCorp
 DA L Solar
 DA L SP Group
 DA L Spar Nord Bank
 DA L Sparekassen Sjælland
 DA L Sydbank
 DA L TCM Group

DA L Tivoli
 DA L Topdanmark
 DA L Torm
 DA L Trifork
 DA L Tryg
 DA L Vestas Wind Systems
 DA L Vestjysk Bank
 DA L William Demant
 DA L Zealand Pharma
 DA NL Confac
 DA NL JPH Gruppen
 DA NX Cowi

GERMANY

DE L 1&1
 DE L 11880 Solutions
 DE L 2G energy
 DE L Aareal Bank
 DE L About You
 DE L Adesso
 DE L adidas
 DE L ADVA Optical Networking
 DE L Aixtron
 DE L Alba
 DE L All for One Steeb
 DE L Allgeier
 DE L Allianz
 DE L Amadeus Fire
 DE L ATOSS Software
 DE L Aurubis
 DE L Auto1 Group
 DE L Baader Bank
 DE L BASF
 DE L Basler
 DE L Bastei Lubbe
 DE L Bauer
 DE L Bayer
 DE L BayWa
 DE L Bechtle
 DE L Beiersdorf
 DE L Berliner Effektengesellschaft
 DE L Bertrandt
 DE L BETA Systems Software
 DE L bet-at-home
 DE L Bijou Brigitte
 DE L Bilfinger
 DE L Biofrontera
 DE L Biotest
 DE L BMW
 DE L Borussia Dortmund
 DE L Brenntag
 DE L CANCOM
 DE L Carl Zeiss Meditec
 DE L Ceconomy
 DE L CeWe
 DE L Colexon Energy
 DE L Commerzbank
 DE L CompuGroup
 DE L Continental
 DE L Covestro
 DE L CropEnergies
 DE L CTS Eventim
 DE L Daimler Truck
 DE L Data Modul
 DE L Datagroup
 DE L Delivery Hero
 DE L Delticom
 DE L Dermapharm
 DE L Deutsche Bank
 DE L Deutsche Boerse
 DE L Deutsche Pfandbriefbank
 DE L Deutsche Post
 DE L Deutsche Telekom
 DE L Deutsche Wohnen
 DE L Deutz
 DE L DMG Mori
 DE L Dr. Hoenle

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ES	L	Ence	ES	NL	Colegio Echeyde	FI	L	Kempower
ES	L	Endesa	ES	NL	Fuente La Reina 82	FI	L	Kesko
ES	L	Ercros	ES	NL	Colegio Gredos San Diego	FI	L	Kone
ES	L	Faes Farma	ES	NL	Collegio Malvar	FI	L	Konecranes
ES	L	FCC	ES	NL	Colegio Severo Ochoa	FI	L	Lassila & Tikanoja
ES	L	Ferrovial	ES	NL	Colegio Urkide Ikastetxea	FI	L	Lehto
ES	L	Fluidra	ES	NL	Comotrans	FI	L	Marimekko
ES	L	General de Alquiler de Maquinaria	ES	NL	Comunitat Terapèutica Maresme	FI	L	Metsä Board
ES	L	Gestamp Automocion	ES	NL	Divina Aurora	FI	L	Metso
ES	L	Global Dominion	ES	NL	Eduvic	FI	L	Musti Group
ES	L	Greenalia	ES	NL	Ekin	FI	L	Nanoform Finland
ES	L	Grenergy Renovables	ES	NL	Electrolumen	FI	L	Neste
ES	L	Grifols	ES	NL	Emergya	FI	L	Nightingale
ES	L	Grupo Catalana de Occidente	ES	NL	San Gervasi	FI	L	Nokia
ES	L	Grupo Ecoener	ES	NL	Florida	FI	L	Nokian Renkaat
ES	L	Grupo Empresarial San Jose	ES	NL	Frenos Iruña	FI	L	Nordea Bank
ES	L	Grupo Ezentis	ES	NL	Fundiciones San Vicente	FI	L	Olvi
ES	L	Holaluz-Clidom	ES	NL	Goizper	FI	L	Oma Säästopankki
ES	L	Iberdrola	ES	NL	Grup La Pau	FI	L	Oriola
ES	L	Iberpapel	ES	NL	Grupo El Yate	FI	L	Orion
ES	L	Inditex	ES	NL	Grupo Sorolla	FI	L	Outokumpu
ES	L	Indra	ES	NL	Helechos	FI	L	Pihlajalinna
ES	L	Inmobiliaria Colonial	ES	NL	Industrias Laneko	FI	L	Ponsse
ES	L	Inmobiliaria del Sur	ES	NL	Irizar	FI	L	Purmo
ES	L	Int. Consolidated Air	ES	NL	ITMA	FI	L	Puuilo
ES	L	Laboratorio Reig Jofre	ES	NL	Izar	FI	L	QT Group
ES	L	Laboratorios Rovi	ES	NL	José Ramón Otero	FI	L	Raisio
ES	L	Línea Directa Aseguradora	ES	NL	Juan Comenius	FI	L	Rapala
ES	L	Lingotes Especiales	ES	NL	Katea Legaia	FI	L	Relais Group
ES	L	Logista	ES	NL	La Productora	FI	L	Remedy Entertainment
ES	L	Mapfre	ES	NL	Lan-Mobel	FI	L	Revenio
ES	L	Masmovil	ES	NL	Mondragon	FI	L	Rovio Entertainment
ES	L	Mediaset Espana	ES	NL	Nor Rubber	FI	L	Sampo
ES	L	Melia Hotels	ES	NL	Prosciencia	FI	L	Sanoma
ES	L	Miquel y Costas	ES	NL	Rpk	FI	L	Scanfil
ES	L	Naturgy	ES	NL	Samaniego	FI	L	SkartaNYAB
ES	L	Naturhouse	ES	NL	Sersa	FI	L	Spinnova
ES	L	Neinor Homes	ES	NL	Suara Cooperativa	FI	L	SRV
ES	L	NH Hoteles	ES	NL	Sutargi	FI	L	Stockmann
ES	L	Nueva Expresion Textil	ES	NL	Tear	FI	L	Stora Enso
ES	L	Obrascon Huarte Lain	ES	NL	Textils Mora	FI	L	Suominen
ES	L	Pharma Mar	ES	NL	Tornilleria Deba	FI	L	Talenom
ES	L	Prim	ES	NL	Transports Urbans de Sabadell	FI	L	Tecnotree
ES	L	Prisa	ES	NL	Transports Urbans i Serveis Gen.	FI	L	Terveystalo
ES	L	Proeduca	ES	NL	Valrisco - Collegios El Valle	FI	L	TietoEvry
ES	L	Prosegur	ES	NL	Vitrinor	FI	L	Tokmanni
ES	L	Prosegur Cash				FI	L	UPM
ES	L	Realia				FI	L	Uponor
ES	L	Red Electrica				FI	L	Vaisala
ES	L	Renta 4 Banco	FI	L	Admicom	FI	L	Valmet
ES	L	Renta Corporacion	FI	L	Afarak	FI	L	Verkkokauppa
ES	L	Repsol	FI	L	Aktia Bank	FI	L	Viking Line
ES	L	Sacyr Vallehermoso	FI	L	Alma Media	FI	L	Wärtsilä
ES	L	Siemens Gamesa	FI	L	Anora	FI	L	WithSecure
ES	L	Solaria	FI	L	Aspo	FI	L	YIT
ES	L	Talgo	FI	L	Atria			
ES	L	Tecnicas Reunidas	FI	L	Basware			
ES	L	Telefonica	FI	L	Bittium			
ES	L	Tubacex	FI	L	CapMan	FR	L	AB Science
ES	L	Tubos Reunidos	FI	L	Cargotec	FR	L	ABC Arbitrage
ES	L	Unicaja Banco	FI	L	Caverion	FR	L	Abeo
ES	L	Vidrala	FI	L	Citycon	FR	L	Abionyx
ES	L	Viscofan	FI	L	Componenta	FR	L	Abivax
ES	L	Vocento	FI	L	Detection Technology	FR	L	Accor
ES	L	Zardoya Otis	FI	L	Elisa	FR	L	Adocia
ES	NL	Abacus Cooperativa	FI	L	Enento	FR	L	Hi-Media
ES	NL	Adhesivos Orcajada	FI	L	Etteplan	FR	L	Aeroports de Paris
ES	NL	Agintzari	FI	L	Faron Pharma	FR	L	Air France - KLM
ES	NL	Arrasate-G Taldea	FI	L	Finnair	FR	L	Air Liquide
ES	NL	Ambulancias Barbate	FI	L	Fiskars	FR	L	Airbus
ES	NL	Ambulancias Gipuzkoa	FI	L	Fortum	FR	L	Akka Technologies
ES	NL	Ampo	FI	L	Glaston	FR	L	Akwel
ES	NL	Betsaide	FI	L	Gofore	FR	L	Albioma
ES	NL	Burdinola	FI	L	Harvia	FR	L	Alpes (Compagnie)
ES	NL	Centro Internac. De Educación	FI	L	HKScan	FR	L	Alstom
ES	NL	Coenca	FI	L	Huhtamäki	FR	L	Altarea
ES	NL	Col Lectu Ronda	FI	L	Kamux	FR	L	Alten
			FI	L	Kemira	FR	L	Amundi

FINLAND**FRANCE**

List of the 3.139 European companies in the EFES database in 2022 (L = Listed / NL = Non-listed)

FR	L	Aramis	FR	L	Frey	FR	L	Nexity
FR	L	Archos	FR	L	Fromageries Bel	FR	L	Nicox
FR	L	Arkema	FR	L	Gaumont	FR	L	Novacyt
FR	L	Assystem	FR	L	Gaussin	FR	L	NRJ Group
FR	L	Atos	FR	L	Gecina	FR	L	Oeneo
FR	L	Aubay	FR	L	Genfit	FR	L	Olympique Lyonnais
FR	L	Aurea	FR	L	GenSight Biologics	FR	L	Onxeo
FR	L	Aures	FR	L	Getlink	FR	L	Orange
FR	L	Aviation Latécoère	FR	L	GL Events	FR	L	Orpea
FR	L	Axa	FR	L	Groupe CRIT	FR	L	OVH Groupe
FR	L	Axway Software	FR	L	Groupe Flo	FR	L	OVH
FR	L	Bains Mer Monaco	FR	L	Groupe Gorge	FR	L	Parrot
FR	L	Bassac	FR	L	Groupe Guillin	FR	L	PCAS
FR	L	Bastide le Confort	FR	L	Groupe LDLC	FR	L	Pernod-Ricard
FR	L	Believe	FR	L	Groupe Partouche	FR	L	Perrier
FR	L	Beneteau	FR	L	Groupe SEB	FR	L	Pharmagest Interactive
FR	L	Bic	FR	L	Groupe SFPI	FR	L	Pharnext
FR	L	Bigben Interactive	FR	L	GTT	FR	L	Pierre Vacances
FR	L	BioMerieux	FR	L	Guerbet	FR	L	Plastic Omnium
FR	L	BNP Paribas	FR	L	Haulotte	FR	L	Plastiques Val Loire
FR	L	Boiron	FR	L	Herige	FR	L	Poxel
FR	L	Bolloré	FR	L	Hermes	FR	L	Prodways
FR	L	Bonduelle	FR	L	Hexaom	FR	L	Publicis
FR	L	Bouygues	FR	L	Hoffmann Green Cement	FR	L	Quadiant
FR	L	Bureau Veritas	FR	L	Hydrogen Refueling	FR	L	Ramsay Santé
FR	L	Burelle	FR	L	Hydrogene De	FR	L	Remy Cointreau
FR	L	Capgemini	FR	L	Icade	FR	L	Renault
FR	L	Carbios	FR	L	ID Logistics	FR	L	ReWorld Media
FR	L	Carmat	FR	L	Iliad	FR	L	Rexel
FR	L	Carrefour	FR	L	Imerys	FR	L	Robertet
FR	L	Casino	FR	L	Infotel	FR	L	Roche Bobois
FR	L	Cegedim	FR	L	Innate Pharma	FR	L	Rothschild & Co
FR	L	Collectis	FR	L	Interparfums	FR	L	Rubis
FR	L	CGG	FR	L	Inventiva	FR	L	Safran
FR	L	Chargeurs	FR	L	Ipsen	FR	L	Saint-Gobain
FR	L	Christian Dior	FR	L	Ipsos	FR	L	Samse
FR	L	Claranova	FR	L	Jacques Bogart	FR	L	Sanofi
FR	L	CNIM Construction	FR	L	Jacquet Metal Service	FR	L	Sartorius Stedim
FR	L	CNP Assurances	FR	L	JC Decaux	FR	L	Savencia
FR	L	Coface	FR	L	Kaufman & Broad	FR	L	Schneider Electric
FR	L	Colas	FR	L	Kering	FR	L	Scor
FR	L	Crédit Agricole	FR	L	Korian Medica	FR	L	Séché Environnement
FR	L	Damartex	FR	L	La Francaise des Jeux	FR	L	Serma Group
FR	L	Danone	FR	L	Lagardère	FR	L	SES-imagotag
FR	L	Dassault Aviation	FR	L	Lanson-BCC	FR	L	SII
FR	L	Dassault Systèmes	FR	L	Laurent-Perrier	FR	L	SMCP
FR	L	DBV Technologies	FR	L	LDC	FR	L	SMTPC
FR	L	Delta Plus	FR	L	Lebon	FR	L	Société Générale
FR	L	Derichebourg	FR	L	Lectra	FR	L	Sodexo
FR	L	Devoteam	FR	L	Legrand	FR	L	Soitec
FR	L	Edenred	FR	L	Linedata Services	FR	L	Solocal
FR	L	EDF	FR	L	Lisi	FR	L	Solutions 30
FR	L	Eiffage	FR	L	LNA Santé	FR	L	Somfy
FR	L	Electricité de Strasbourg	FR	L	L'Oréal	FR	L	Sopra Steria
FR	L	Elior	FR	L	Lumibird	FR	L	Spie
FR	L	Elis	FR	L	LVMH	FR	L	SRP Groupe
FR	L	Engie	FR	L	M6-Metropole TV	FR	L	STEF
FR	L	Eramet	FR	L	Maisons du Monde	FR	L	Stellantis
FR	L	ERYTECH Pharma	FR	L	Malteries Franco-Belges	FR	L	Sword Group
FR	L	ESI Group	FR	L	Manitou	FR	L	Synergie
FR	L	Esker	FR	L	Manutan	FR	L	Tarkett
FR	L	EssilorLuxottica	FR	L	Marie Brizard	FR	L	Technicolor
FR	L	Euroapi	FR	L	Maurel et Prom	FR	L	Teleperformance
FR	L	Eurofins	FR	L	McPhy Energy	FR	L	Tessi
FR	L	Europcar	FR	L	MedinCell	FR	L	TF1
FR	L	Eutelsat	FR	L	Mercialys	FR	L	TFF
FR	L	Evolis	FR	L	Mersen	FR	L	Thales
FR	L	Exclusive Networks	FR	L	Metabolic Explorer	FR	L	Thermador
FR	L	Exel Industries	FR	L	MGI Digital	FR	L	TotalEnergies
FR	L	Faurecia	FR	L	Michelin	FR	L	Transgene
FR	L	Fermière Casino de Cannes	FR	L	Mr Bricolage	FR	L	Trigano
FR	L	Figeac Aéro	FR	L	Nacon	FR	L	U10
FR	L	Fleury Michon	FR	L	Nanobiotix	FR	L	Ubisoft
FR	L	Fnac Darty	FR	L	Neoen	FR	L	Umanis
FR	L	Focus Home Interactive	FR	L	Neuronos	FR	L	Unibail-Rodamco-Westfield
FR	L	Fountaine Pajot	FR	L	New Horizons Ahead	FR	L	Union Financiere de France
FR	L	Freelance.Com	FR	L	Nexans	FR	L	Valeo

List of the 3.139 European companies in the EFES database in 2022 (L = Listed / NL = Non-listed)

IE	L	Kenmare Resources	IT	L	doValue	IT	L	Tamburi
IE	L	Kerry Group	IT	L	El.En	IT	L	Technogym
IE	L	Kingspan	IT	L	Elica	IT	L	Technoprobe
IE	L	Malin	IT	L	Emak	IT	L	Telecom Italia
IE	L	Mincon	IT	L	Enav	IT	L	Terna
IE	L	Origin Enterprises	IT	L	Enel	IT	L	Tiscali
IE	L	Permanent TSB	IT	L	Eni	IT	L	Tod's
IE	L	Providence Resources	IT	L	ERG	IT	L	Toscana Aeroporti
IE	L	Ryanair	IT	L	Esprinet	IT	L	UniCredit
IE	L	Smurfit Kappa	IT	L	Eurotech	IT	L	Unieuro
IE	L	Uniphar	IT	L	Falck Renewables	IT	L	Unipol
IE	NL	Davy	IT	L	Ferrari	IT	L	UnipolSai
IE	NL	PM Group	IT	L	Ferrovie Nord Milano	IT	L	Valsoia
			IT	L	Fiera Milano	IT	L	Webuild
			IT	L	Fincantieri	IT	L	Wiit
			IT	L	FincoBank	IT	L	Zignago Vetro
			IT	L	Garofalo Health Care	IT	NL	3ellen La Lavorazione del Legno
			IT	L	Gas Plus	IT	NL	Accento
			IT	L	Generali Assicurazioni	IT	NL	AdriLog
			IT	L	Geox	IT	NL	Aelle il Punto
			IT	L	GVS	IT	NL	Aeper
			IT	L	Hera	IT	NL	Agape Sociale
			IT	L	IGD	IT	NL	Agora Coop
			IT	L	Il Sole 24 Ore	IT	NL	AISS Coop
			IT	L	Illimity Bank	IT	NL	Alambicchi
			IT	L	Immsi	IT	NL	Alchimia
			IT	L	Infrastrutture Wireless Italiane	IT	NL	Aldia
			IT	L	Interpump Group	IT	NL	Aliante
			IT	L	Intesa Sanpaolo	IT	NL	Alice Coop
			IT	L	Intred	IT	NL	Alteya
			IT	L	Iren	IT	NL	Altri Colori
			IT	L	Italgas	IT	NL	Ambra Sociale
			IT	L	Italmobiliare	IT	NL	Amico Servizi
			IT	L	IVS Group	IT	NL	Ancora Servizi
			IT	L	Juventus FC	IT	NL	Anteo
			IT	L	La Doria	IT	NL	Aracon
			IT	L	Landi Renzo	IT	NL	Arca
			IT	L	Leonardo	IT	NL	Arca di Noe
			IT	L	LU-VE	IT	NL	Area Bios
			IT	L	Maire Tecnimont	IT	NL	Asad Sociale
			IT	L	Marr	IT	NL	Asscor
			IT	L	Mediobanca	IT	NL	Aster Coop
			IT	L	MFE MediaForEurope	IT	NL	Aurora
			IT	L	Moncler	IT	NL	Auxilium
			IT	L	Mondadori Editore	IT	NL	Azalea
			IT	L	Newlat Food	IT	NL	Azzurra
			IT	L	Newron Pharma	IT	NL	B Piu
			IT	L	Nexi	IT	NL	Beta Coop
			IT	L	Notorious Pictures	IT	NL	Beta Due
			IT	L	OVS	IT	NL	Biricca
			IT	L	Pharmanutra	IT	NL	Blu Coop
			IT	L	Piaggio	IT	NL	Brodolini
			IT	L	Pininfarina	IT	NL	Cadai
			IT	L	Poste Italiane	IT	NL	Cadore
			IT	L	Prada	IT	NL	CAEB
			IT	L	Prima Industrie	IT	NL	Caleidos
			IT	L	Prysmian	IT	NL	Camst
			IT	L	RAI Way	IT	NL	CAP Autotrasporti Pratese
			IT	L	RCS MediaGroup	IT	NL	Castel Monte
			IT	L	Recordati	IT	NL	Cecilia
			IT	L	Reply	IT	NL	Cefla
			IT	L	Risanamento	IT	NL	Centro di Lavoro
			IT	L	Sabaf	IT	NL	Cercate
			IT	L	Saes Getters	IT	NL	Cerro Torre
			IT	L	Safilo	IT	NL	Cidas
			IT	L	Saipem	IT	NL	Cidielle
			IT	L	Salcef	IT	NL	Cils
			IT	L	Salvatore Ferragamo	IT	NL	Cipss
			IT	L	Sanlorenzo	IT	NL	Citta del Sole
			IT	L	Saras	IT	NL	Citta del Sole Fiorenza
			IT	L	Seco	IT	NL	Citta della Luna
			IT	L	Seri Industrial	IT	NL	Citta Futura
			IT	L	Sesa	IT	NL	Citta SoLaRe
			IT	L	SIT	IT	NL	CLO Logistici
			IT	L	Snam	IT	NL	Coop Muratori Sterratori ed Affini
			IT	L	Sogefi	IT	NL	Codess FVG
			IT	L	Sol	IT	NL	Codess Sociale

ICELAND

IS	L	Arion Banki
IS	L	Eimskip
IS	L	Festi
IS	L	Hagar
IS	L	Iceland Seafood International
IS	L	Icelandair
IS	L	Íslandsbanki
IS	L	Kvika banki
IS	L	Marel
IS	L	Össur

ITALY

IT	L	A2A
IT	L	Acea
IT	L	Aedes
IT	L	Aeffe
IT	L	Aeroporto Guglielmo
IT	L	Alerion
IT	L	Amplifon
IT	L	Antares Vision
IT	L	Ascopiave
IT	L	Atlantia
IT	L	Autogrill
IT	L	Azimut Holding
IT	L	B.F.
IT	L	Banca Fintat
IT	L	Banca Generali
IT	L	Banca IFIS
IT	L	Banca Intermobiliare
IT	L	Mediolanum
IT	L	Banca MPS
IT	L	Banca Pop Sondrio
IT	L	Banca Profilo
IT	L	Banco BPM
IT	L	Banco Desio Brianza
IT	L	BasicNet
IT	L	Bastogi
IT	L	Beghelli
IT	L	BFF
IT	L	Biesse
IT	L	BPER Banca
IT	L	Brembo
IT	L	Brunello Cucinelli
IT	L	Buzzi Unicem
IT	L	Cairo Communication
IT	L	Caltagirone Editore
IT	L	Campari
IT	L	Carel Industries
IT	L	Cattolica Assicurazioni
IT	L	Cembre
IT	L	Cementir
IT	L	CIR Compagnie Industriali Riunite
IT	L	Class Editori
IT	L	Comer Industries
IT	L	Cosmo
IT	L	Credito Emiliano
IT	L	Datalogic
IT	L	De Longhi
IT	L	Diasorin
IT	L	Digital Bros
IT	L	Digital Value

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IT	NL	Cogess	IT	NL	Horizon Service	IT	NL	Orso Blu
IT	NL	Colser - Auroradomus	IT	NL	Humanitas	IT	NL	OSA Coop
IT	NL	Consital	IT	NL	ICEL	IT	NL	Ozanam
IT	NL	Convoi	IT	NL	Idealservice	IT	NL	Pagefha
IT	NL	Coop 134	IT	NL	Il Biscione	IT	NL	Pagefha
IT	NL	Coop ACTL	IT	NL	Il Cantiere	IT	NL	Paolo Babini
IT	NL	Coop Aeris	IT	NL	Il Cerchio	IT	NL	Piazza Grande
IT	NL	Coop Arcobaleno	IT	NL	Il Cerchio Spoleto	IT	NL	Politecnica
IT	NL	Coop CAD	IT	NL	Il Cerchio Venezia	IT	NL	Polo9
IT	NL	Coop CAT	IT	NL	Il Cigno	IT	NL	ProGes
IT	NL	Coop Chronos	IT	NL	Il Gabbiano	IT	NL	Progetto 5
IT	NL	Coop Comin	IT	NL	Il Germoglio	IT	NL	Progetto A
IT	NL	Coop Crea	IT	NL	Il Girasole Firenze	IT	NL	Progetto Citta
IT	NL	Coop CSLS	IT	NL	Il Girasole Treviso	IT	NL	Promozione Lavoro
IT	NL	Coop CSS	IT	NL	Il Margine	IT	NL	Il Pugno Aperto
IT	NL	Coop For.B	IT	NL	Il Melograno	IT	NL	Punto Service
IT	NL	Coop GEA	IT	NL	Il Ponte	IT	NL	Quadrifoglio
IT	NL	Coop Giotto	IT	NL	Il Sentiero	IT	NL	Questa Citta
IT	NL	Coop Iris	IT	NL	Il Simbolo	IT	NL	Rosa Coop
IT	NL	Coop Italiana di Ristorazione	IT	NL	In Cammino	IT	NL	Servizio Autonoleggio con Autista
IT	NL	Coop Melograno	IT	NL	Incontro	IT	NL	Sacmi
IT	NL	Coop Muratori e Braccianti Carpi	IT	NL	Insieme a Voi	IT	NL	San Giovanni di Dio
IT	NL	Coop Ruah	IT	NL	Insieme Si Puo	IT	NL	San Michele
IT	NL	Coop Saba	IT	NL	Interactive	IT	NL	San Saturnino
IT	NL	Coop SAD	IT	NL	Intrecci	IT	NL	Sana Coop
IT	NL	Coop Sarah	IT	NL	Iskra Coop	IT	NL	Seacoop
IT	NL	Coop Serena	IT	NL	Istituto San Giuseppe	IT	NL	Secoop
IT	NL	Coop Sociale Elleuno	IT	NL	IVV Industria Vetraria Valdarnese	IT	NL	Servizi Associati
IT	NL	Coop Sociale Fai	IT	NL	KCS Caregiver	IT	NL	Sesag
IT	NL	Coop Sociale Nuova Sair	IT	NL	Koine	IT	NL	Sineresi
IT	NL	Coop Sociale Uno	IT	NL	La Citta Verde	IT	NL	Sirio Coop
IT	NL	Coop Terra	IT	NL	La Collina	IT	NL	Societa Dolce
IT	NL	Coop.A.S.	IT	NL	La Comunita	IT	NL	Socioculturale
IT	NL	Cooperarci	IT	NL	La Cruna	IT	NL	Sociosfera
IT	NL	Cooperativa Ceramica d'Imola	IT	NL	La Goccia	IT	NL	Solidale
IT	NL	Cooperativa Edile Appennino	IT	NL	La Grande Casa	IT	NL	Solidarieta
IT	NL	Coopsai	IT	NL	La Nuova Cooperativa	IT	NL	Solidarieta e Lavoro
IT	NL	Coopselios	IT	NL	La Nuvola	IT	NL	Solidarieta e Servizi
IT	NL	Coopservice	IT	NL	La Piccola Carovana	IT	NL	Solidarieta Firenze
IT	NL	CoopWork	IT	NL	La Pieve	IT	NL	Solidarieta Padova
IT	NL	Cooss Marche	IT	NL	La Quercia	IT	NL	Sonda
IT	NL	Cores Italia	IT	NL	La Rondine	IT	NL	Spazio Aperto
IT	NL	Cospexa	IT	NL	La Rondine	IT	NL	Spazio Giovani
IT	NL	CoTaBo	IT	NL	La Sorgente	IT	NL	Stripes
IT	NL	Cotrad	IT	NL	La Vecchia Quercia	IT	NL	Tempo Libero
IT	NL	CPL Concordia	IT	NL	La Vela	IT	NL	Un Mondo di Gioia
IT	NL	CRM Sociale	IT	NL	La Via	IT	NL	Una B
IT	NL	CSG Facility	IT	NL	L'Adelfia	IT	NL	Unicoop
IT	NL	Cultura e Valori	IT	NL	L'Arcobaleno	IT	NL	Universiis
IT	NL	Cuore Liburnia	IT	NL	L'Arius	IT	NL	Uscita di Sicurezza
IT	NL	Deco Industrie	IT	NL	Liberta	IT	NL	Verlata Lavoro
IT	NL	Diapason	IT	NL	L'impronta Bergamo	IT	NL	Villa Maria
IT	NL	Domus Assistenza	IT	NL	L'Incontro	IT	NL	Villa Perla
IT	NL	Domus Coop	IT	NL	L'Iride	IT	NL	Volonta di Sapere
IT	NL	Ducops Service	IT	NL	L'Obiettivo	IT	NL	Zenith
IT	NL	Ecoopera	IT	NL	L'Ovile	IT	NL	Zerocento
IT	NL	Educatori di Territorio	IT	NL	Lunazzura			
IT	NL	Emmanuel	IT	NL	Maria Cecilia			
IT	NL	Equa	IT	NL	Marinella			
IT	NL	Eucora	IT	NL	Meridionale Servizi			
IT	NL	Eureka	IT	NL	Meta			
IT	NL	FAI Berica	IT	NL	Mirafiori			
IT	NL	FAI Coop	IT	NL	Multiservice			
IT	NL	Farsi Prossimo	IT	NL	Nazareno			
IT	NL	Farsi Prossimo Verona	IT	NL	Nazareno Work			
IT	NL	Formula Servizi	IT	NL	New Horizon			
IT	NL	Frassati produzione	IT	NL	Noncello			
IT	NL	Frassati sociale	IT	NL	Novo Millennio			
IT	NL	G. Di Vittorio	IT	NL	Nuova Assistenza			
IT	NL	GEA Bari	IT	NL	Nuova Dimensione			
IT	NL	Genera	IT	NL	Nuova Vita			
IT	NL	Generazioni Fa	IT	NL	Nuove Riposte			
IT	NL	GeNSS	IT	NL	Nuovo Futuro			
IT	NL	Geocart	IT	NL	Obiettivo Uomo			
IT	NL	Gesac	IT	NL	Open Group			
IT	NL	Giocolare	IT	NL	OR.S.A.			
IT	NL	Good Truck - Unilog Group	IT	NL	Origini Coop			

LITUANIA

LT	L	Amber Grid
LT	L	Baltic Classifieds
LT	L	Ignitis
LT	L	Klaipėdos Nafta
LT	L	Litgrid
LT	L	Rokiskio Suris
LT	L	Siaulių Bankas
LT	L	Telia Lietuva

LUXEMBURG

LU	L	Aperam
LU	L	B&S Group
LU	L	BenevolentAI
LU	L	D'Amico
LU	L	Global Fashion Group
LU	L	L'Occitane International
LU	L	Logwin
LU	L	Majorel Group Luxembourg

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LU	L	Novem Group	NL	L	Kendrion	NO	L	Entra		
LU	L	RTL Group	NL	L	KPN	NO	L	Equinor		
LU	L	SAF-Holland	NL	L	La Perla Fashion	NO	L	Europris		
LU	L	SES Global FDR	NL	L	Lastminute.com	NO	L	Frontline		
LU	L	Shurgard	NL	L	Lucas Bols Holding	NO	L	Froy		
LU	L	Spotify	NL	L	Meltwater	NO	L	GC Rieber Shipping		
LU	L	Stabilus	NL	L	Nedap	NO	L	Gjensidige Forsikring		
LU	L	Suse	NL	L	NN Group	NO	L	Golar LNG		
LU	L	Tenaris	NL	L	NSI	NO	L	Green Energy		
LATVIA			NL	L	NX Filtration	NO	L	Grieg Seafood		
LV	L	Latvijas Gaze	NL	L	Ordina	NO	L	Helgeland Sparebank		
MALTA			NL	L	Pepco	NO	L	Hexagon Composites		
MT	L	Aspire Global	NL	L	Pharming	NO	L	Hexagon Purus		
MT	L	Bank of Valletta	NL	L	Philips	NO	L	Höegh Autoliners		
MT	L	Catena Media	NL	L	PostNL	NO	L	Hofseth BioCare		
MT	L	FIMBank	NL	L	Prosus	NO	L	Huddly		
MT	L	Go	NL	L	Qiagen	NO	L	Ice Fish Farm		
MT	L	HSBC Bank Malta	NL	L	Randstad	NO	L	Icelandic Salmon		
MT	L	International Hotels Investments	NL	L	RHI Magnesita	NO	L	IDEX		
MT	L	Kambi	NL	L	SBM Offshore	NO	L	Kahoot!		
MT	L	Malta Int. Airport	NL	L	SIF Holding	NO	L	Kid		
MT	L	Mapfre Middlesea	NL	L	Signify	NO	L	Kitron		
MT	L	RS2 Software	NL	L	Sligro	NO	L	Komplett Bank		
MT	L	Simonds Farsons Cisk	NL	L	Stern	NO	L	Kongsberg Automotive		
NETHERLANDS			NL	L	STMicroelectronics	NO	L	Kongsberg Gruppen		
NL	L	Aalberts	NL	L	TKH	NO	L	Leroy Seafood		
NL	L	ABN AMRO	NL	L	TomTom	NO	L	Link Mobility		
NL	L	Accell	NL	L	Van Lanschot Kempen	NO	L	MagSeis Fairfield		
NL	L	Acomo	NL	L	Vivoryon Therapeutics	NO	L	Masoval		
NL	L	Adyen	NL	L	Vopak	NO	L	Medistim		
NL	L	Aegon	NL	L	Wolters Kluwer	NO	L	Mercell Holding		
NL	L	AerCap	NL	NL	Alfa Accountants	NO	L	Mowi		
NL	L	Ahold Delhaize	NL	NL	BearingPoint	NO	L	MPC Container Ships		
NL	L	Ajax	NL	NL	Goudappel	NO	L	Multiconsult		
NL	L	Akzo Nobel	NL	NL	Movares	NO	L	NEL		
NL	L	Alfen	NL	NL	Tauw	NO	L	Next Biometrics		
NL	L	Allfunds	NL	NL	Witteveen en Bos	NO	L	Nordic Nanovector		
NL	L	AMG	NORWAY					NO	L	Nordic Semiconductor
NL	L	Arcadis	NO	L	ABG Sundal Collier	NO	L	Norsk Hydro		
NL	L	Arcelor Mittal	NO	L	Adevinta	NO	L	Norske Skog		
NL	L	argenx	NO	L	AF Gruppen	NO	L	Norway Royal Salmon		
NL	L	Ariston	NO	L	Akastor	NO	L	Norwegian Air Shuttle		
NL	L	ASM International	NO	L	Aker BioMarine	NO	L	Norwegian Energy Company		
NL	L	ASML	NO	L	Aker BP	NO	L	NRC		
NL	L	ASR Nederland	NO	L	Aker Carbon Capture	NO	L	Nykode		
NL	L	Avantium	NO	L	Aker Offshore Wind	NO	L	Ocean Yield		
NL	L	BAM	NO	L	Aker Solutions	NO	L	Odfjell		
NL	L	Basic-Fit	NO	L	AKVA Group	NO	L	Okea		
NL	L	Besi	NO	L	AqualisBraemar	NO	L	Olav Thon Eiendoms		
NL	L	Beter Bed	NO	L	ArcticZymes Technologies	NO	L	Orkla		
NL	L	Boskalis	NO	L	Arendals Fossekompani	NO	L	Otello		
NL	L	Brunel	NO	L	Atea	NO	L	Otovo		
NL	L	CNH Industrial	NO	L	Atlantic Sapphire	NO	L	Pareto Bank		
NL	L	Constellium	NO	L	Austevoll Seafood	NO	L	Pexip Holding		
NL	L	Corbion	NO	L	Austevoll Seafood	NO	L	PGS		
NL	L	CTP	NO	L	Awilco Drilling	NO	L	PhotoCure		
NL	L	DSM	NO	L	Axactor	NO	L	Polaris Media		
NL	L	Ebusco	NO	L	B2Holding	NO	L	Prosafe		
NL	L	Eurocommercial Properties	NO	L	BerGenBio	NO	L	Protector Forsikring		
NL	L	Euronext	NO	L	BEWi	NO	L	Q-Free		
NL	L	Fastned	NO	L	Borregaard	NO	L	Quantafuel		
NL	L	ForFarmers	NO	L	Bouvet	NO	L	Rana Gruber		
NL	L	Fugro	NO	L	Byggma	NO	L	REC Silicon		
NL	L	GrandVision	NO	L	Cambi	NO	L	SalMar		
NL	L	Heijmans	NO	L	Cloudberry Clean Energy	NO	L	Sandnes Sparebank		
NL	L	Heineken	NO	L	Crayon	NO	L	SATS		
NL	L	Holland Colours	NO	L	DnB	NO	L	Sbanken		
NL	L	Hunter Douglas	NO	L	DNO	NO	L	Scana		
NL	L	IMCD	NO	L	DOF	NO	L	Scatec Solar		
NL	L	ING	NO	L	EcoOnline Holding	NO	L	Schibsted		
NL	L	InPost	NO	L	Eidesvik Offshore	NO	L	SeaDrill		
NL	L	JDE Peet's	NO	L	ElectroMagnetic GeoServices	NO	L	Self Storage Group		
NL	L	Just Eat Takeaway	NO	L	Elkem	NO	L	Selvaag Bolig		
			NO	L	Elmera	NO	L	Siem Offshore		
			NO	L	Elopak	NO	L	Solstad		
			NO	L	Ensurge	NO	L	Sparebank 1 N.-Norge		
						NO	L	SpareBank 1 Ostlandet		

List of the 3.139 European companies in the EFES database in 2022 (L = Listed / NL = Non-listed)

NO L SpareBank 1 Ringerike Hadeland
 NO L Sparebank 1 SMN
 NO L SpareBank 1 Sørøst-Norge
 NO L Sparebank 1 SR Bank
 NO L Sparebanken More
 NO L Sparebanken Vest
 NO L Stolt-Nielsen
 NO L Storebrand
 NO L Subsea 7
 NO L Telenor
 NO L TGS Nopec Geophys.
 NO L TietoEvy
 NO L Tomra Systems
 NO L Ultimovacs
 NO L Var Energi
 NO L Veidekke
 NO L Volue
 NO L Vow
 NO L Wallenius Wilhelmsen Logistics
 NO L Wilh. Wilhelmsen Holding
 NO L XXL
 NO L Yara International
 NO L Zaptec
 NO NL Kantega
 NO NL Norconsult

POLAND

PL L 11 Bit Studios
 PL L Agora
 PL L Alior Bank
 PL L Allegro.pl
 PL L Alumetal
 PL L Amica
 PL L Apator
 PL L Asseco Business Solutions
 PL L Asseco Poland
 PL L ATM Groupa
 PL L Auto Partner
 PL L Azoty
 PL L Bank BGZ BNP Paribas
 PL L Bank Handlowy
 PL L Bank Millennium
 PL L Bank Ochrony Srodowiska
 PL L Bank Pekao
 PL L Benefit Systems
 PL L Bioton
 PL L Bogdanka
 PL L BoomBit
 PL L Boryszew
 PL L Budimex
 PL L Captor Therapeutics
 PL L CCC
 PL L CD Projekt
 PL L Celon Pharma
 PL L Ciech
 PL L ComArch
 PL L Cyfrowy Polsat
 PL L Develia
 PL L Dino Polska
 PL L DomDevelopment
 PL L Echo
 PL L Enea
 PL L Energa
 PL L Erbud
 PL L Eurocash
 PL L Fabryki Mebli "Forte"
 PL L Famur
 PL L Firma Oponiarska Debica
 PL L Getin Holding
 PL L Getin Noble Bank
 PL L Gielda Papierow
 PL L Globe Trade Centre
 PL L Grupa Lotos
 PL L Grupa Pracuj
 PL L Grupa Zywiec
 PL L IDM
 PL L Inter Cars

PL L JSW
 PL L Kety
 PL L KGHM
 PL L Kruk
 PL L Lentex
 PL L Livechat Software
 PL L LPP
 PL L Mabion
 PL L mBank
 PL L Medicalgorithmics
 PL L Mercator Medical
 PL L Mercor
 PL L Mostostal Warsaw
 PL L Mostostal Zabrze
 PL L Neuca
 PL L Newag
 PL L Orange Polska
 PL L PCC Rokita
 PL L PGE Polska Grupa Energetyczna
 PL L PKP Cargo
 PL L Polenergia
 PL L Polimex Mostostal
 PL L Polski Koncern Naftowy Orlen
 PL L Polskie Gornictwo Naft.
 PL L Powszechna Kasa PKO Bank Pol.
 PL L Powszechny Zaklad U.
 PL L Primetech
 PL L Rafako
 PL L Rawplug
 PL L Sanok Rubber
 PL L Santander Bank Polska
 PL L Selvita
 PL L Sniezka
 PL L Stalexport Autostrady
 PL L Stalprodukt
 PL L STS Holding
 PL L Tauron Polska Energia
 PL L Ten Square Games
 PL L Toya
 PL L Ulma
 PL L VRG
 PL L Wawel
 PL L Wielton
 PL L Wirtualna
 PL L X-Trade Brokers
 PL L Zaklady Azotowe Pulawy
 PL L Zaklady Chemiczne Police
 PL L Zepak
 PL L Zespól Elektro. Kogeneracja
 PL NL Grupa Ang
 PL NL Spoldzielnia Piekarsko-Ciast.
 PL NL Sppic

PORTUGAL

PT L Altri
 PT L Banco Comercial Portugues
 PT L Cofina
 PT L Corticeira Amorim
 PT L CTT Correios de Portugal
 PT L EDP
 PT L EDP Renovaveis
 PT L F. Ramada Investimentos
 PT L Galp Energia
 PT L Global ITech
 PT L Greenvolt-Energias
 PT L Ibersol
 PT L Impresa
 PT L Jeronimo Martins
 PT L Martifer
 PT L Media Capital
 PT L Mota-Engil
 PT L Navigator
 PT L NOS
 PT L Novabesa
 PT L REN
 PT L Semapa
 PT L Sonae

PT L Sonaecom
 PT L Teixeira Duarte
 PT L Vista Alegre

ROMANIA

RO L Alro
 RO L Antibiotice
 RO L Banca Transilvania
 RO L BRD-Société Générale
 RO L CNTEE Transelectrica
 RO L Conpet
 RO L Electrica
 RO L OMV Petrom
 RO L Rompetrol Rafinare
 RO L SN Nuclearelectrica
 RO L SNGN Romgaz
 RO L SNTGN Transgaz
 RO L Sphera Franchise

SERBIA

RS L Komercijalna Banka
 RS L Nikola Tesla Airport
 RS L Niz Gazprom

SLOVAKIA

SK L Tatra Banka
 SK L Tatra Mountain Resorts
 SK NL Kovotvar Kutý
 SK NL Vzor

SLOVENIA

SL L Datalab
 SL L Intereuropa
 SL L KRKA
 SL L Luka Koper
 SL L Mercator
 SL L Nova Ljubljanska Banka
 SL L Petrol
 SL L Sava Re
 SL L Telekom Slovenije
 SL L Zavarovalnica Triglav
 SL NL Dewesoft
 SL NL Domel
 SL NL Etiketa

SWEDEN

SV L AAK
 SV L Absolent
 SV L AcadeMedia
 SV L Active Biotech
 SV L Adapteo
 SV L AddLife
 SV L AddNode
 SV L Addtech
 SV L AFRY
 SV L Alfa Laval
 SV L Alimak
 SV L Alligator Bioscience
 SV L Alligo
 SV L Amasten
 SV L Ambea
 SV L Anoto
 SV L AQ Group
 SV L Arjo
 SV L Assa Abloy
 SV L Atlas Copco
 SV L Atrium Ljungberg
 SV L Attendo
 SV L Autoliv
 SV L Avanza
 SV L Axfood
 SV L Azelio
 SV L Bactiguard
 SV L BE Group
 SV L Beijer Alma

List of the 3.139 European companies in the EFES database in 2022 (L = Listed / NL = Non-listed)

UK	L	Admiral	UK	L	CentralNic	UK	L	Focusrite
UK	L	Advanced Medical Solutions	UK	L	Centrica	UK	L	Foxtons
UK	L	AFC Energy	UK	L	Ceres Power	UK	L	Frasers
UK	L	AJ Bell	UK	L	Cerillion	UK	L	Frontier Developments
UK	L	Alliance Pharma	UK	L	Charles Stanley	UK	L	Fuller Smith & Turner
UK	L	Alpha Financial Markets	UK	L	Chemring	UK	L	Funding Circle
UK	L	Alpha FX	UK	L	Chesnara	UK	L	Future
UK	L	Amryt Pharma	UK	L	Churchill China	UK	L	FW Thorpe
UK	L	Andrews Sykes	UK	L	Cineworld	UK	L	Galliford Try
UK	L	Angle	UK	L	Circassia	UK	L	Games Workshop
UK	L	Anglo American	UK	L	Clarkson	UK	L	Gamma Communications
UK	L	AO World	UK	L	Clintgen	UK	L	Gateley
UK	L	Aptitude	UK	L	Clipper Logistics	UK	L	Gattaca
UK	L	Aquis Exchange	UK	L	Close Brothers	UK	L	GB Group
UK	L	Arbutnot Banking	UK	L	CLS Holdings	UK	L	Gear4Music
UK	L	Arix Bioscience	UK	L	Coats Group	UK	L	Genuit
UK	L	Ashtead	UK	L	Cohort	UK	L	Genus
UK	L	ASOS	UK	L	Compass	UK	L	GlaxoSmithKline
UK	L	AssetCo	UK	L	Computacenter	UK	L	Glencore
UK	L	Associated British Foods	UK	L	ContourGlobal	UK	L	GlobalData
UK	L	Assura	UK	L	ConvaTec	UK	L	Go-Ahead
UK	L	Aston Martin Lagonda	UK	L	Costain	UK	L	Gooch & Housego
UK	L	AstraZeneca	UK	L	CPP Group	UK	L	Goodwin
UK	L	Auction Technology	UK	L	Craneware	UK	L	Grainger
UK	L	Auto Trader	UK	L	Cranswick	UK	L	Great Portland Estates
UK	L	Avacta	UK	L	Creo Medical	UK	L	Greggs
UK	L	Avation	UK	L	Crest Nicholson	UK	L	Halfords
UK	L	Aveva	UK	L	Croda	UK	L	Halma
UK	L	Aviva	UK	L	Currys	UK	L	Hammerson
UK	L	Avon Rubber	UK	L	Curtis Banks	UK	L	Hansard Global
UK	L	B&M European Value Retail	UK	L	CVS Group	UK	L	Harbour Energy
UK	L	Babcock International	UK	L	Daily Mail & General	UK	L	Hargreaves
UK	L	BAE Systems	UK	L	Darktrace	UK	L	Harworth
UK	L	Bakkavor	UK	L	De La Rue	UK	L	Hays
UK	L	Balfour Beatty	UK	L	Dechra Pharma	UK	L	Headlam
UK	L	Barclays	UK	L	DeepMatter	UK	L	Helical Bar
UK	L	Barr	UK	L	Deliveroo	UK	L	Hikma Pharmaceuticals
UK	L	Barratt Developments	UK	L	Derwent London	UK	L	Hill & Smith
UK	L	Beazley	UK	L	Devro	UK	L	Hilton Food
UK	L	Begbies Traynor	UK	L	DFS Furniture	UK	L	Hiscox
UK	L	Bellway	UK	L	Diageo	UK	L	Hochschild Mining
UK	L	Benchmark	UK	L	Dialight	UK	L	Homeserve
UK	L	Berkeley	UK	L	Dignity	UK	L	Hostelworld
UK	L	Best of the Best	UK	L	Diploma	UK	L	Hotel Chocolat
UK	L	Big Technologies	UK	L	Direct Line Insurance	UK	L	Howdens
UK	L	Big Yellow	UK	L	DiscoverIE	UK	L	HSBC
UK	L	Bioventix	UK	L	Dominos Pizza	UK	L	HSS Hire
UK	L	Blanco Techno	UK	L	dotDigital	UK	L	Hunting
UK	L	Bloomsbury Publishing	UK	L	Dr. Martens	UK	L	Hurricane Energy
UK	L	Blue Prism	UK	L	Drax	UK	L	Hyve
UK	L	Bodycote	UK	L	Dunelm	UK	L	i3 Energy
UK	L	boohoo.com	UK	L	DWF	UK	L	Ibstock
UK	L	Boot (Henry)	UK	L	DX Group	UK	L	Ideagen
UK	L	Borders & Southern Petroleum	UK	L	easyJet	UK	L	Idox
UK	L	BowLeven	UK	L	Eco Animal Health	UK	L	IG Design
UK	L	BP	UK	L	Egdon Resources	UK	L	IG Group
UK	L	Brewin Dolphin	UK	L	EKF Diagnostics	UK	L	IGas Energy
UK	L	Brickability	UK	L	Elementis	UK	L	Ililka
UK	L	British American Tobacco	UK	L	Emis Group	UK	L	IMI
UK	L	British Land	UK	L	Energiean	UK	L	Impellam
UK	L	Britvic	UK	L	EnQuest	UK	L	Imperial Brands
UK	L	Brown (N)	UK	L	Epwin Group	UK	L	Inchcape
UK	L	BT	UK	L	Equals	UK	L	Indivior
UK	L	Bunzl	UK	L	EQuiniti	UK	L	Informa
UK	L	Burberry	UK	L	Ergomed	UK	L	Inspects Group
UK	L	Camellia	UK	L	Esken	UK	L	InterContinental Hotels
UK	L	Capita	UK	L	Essentra	UK	L	Intermediate Capital
UK	L	Capital & Counties Properties	UK	L	Eurocell	UK	L	International Personal Finance
UK	L	Capital & Regional	UK	L	Euromoney Institutional Investor	UK	L	Intertek
UK	L	Capricorn	UK	L	Everyman Media	UK	L	Investec plc
UK	L	Carclo	UK	L	Experian	UK	L	lofina
UK	L	Card Factory	UK	L	FDM	UK	L	lomart
UK	L	CareTech	UK	L	Ferguson	UK	L	IP Group
UK	L	Carnival plc	UK	L	Fevertree	UK	L	IQE
UK	L	Carr's	UK	L	First Derivatives	UK	L	ITM Power
UK	L	Castings	UK	L	FirstGroup	UK	L	ITV
UK	L	Centaur Media	UK	L	Fisher	UK	L	IWG

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UK	L	James Halstead	UK	L	OneSavings Bank	UK	L	Severfield
UK	L	JD Sports Fashion	UK	L	Open Orphan	UK	L	Severn Trent
UK	L	Johnson Matthey	UK	L	Oxford Biomedica	UK	L	Shaftesbury
UK	L	Johnson Service	UK	L	Oxford Instruments	UK	L	Shell
UK	L	Joules Group	UK	L	Page Group	UK	L	Shield Therapeutics
UK	L	Judges Scientific	UK	L	Paragon	UK	L	SIG
UK	L	Just	UK	L	PayPoint	UK	L	SigmaRoc
UK	L	Kainos	UK	L	Pearson	UK	L	Silence Therapeutics
UK	L	Keller	UK	L	Pebble Group	UK	L	Smart Metering Systems
UK	L	Keystone Law	UK	L	Pendragon	UK	L	Smith & Nephew
UK	L	Keywords Studios	UK	L	Pennon	UK	L	Smith (DS)
UK	L	Kier	UK	L	Persimmon	UK	L	Smiths
UK	L	Kin and Carta	UK	L	Personal Group	UK	L	Smiths News
UK	L	Kingfisher	UK	L	Petrofac	UK	L	Softcat
UK	L	Kistos	UK	L	Pets at Home	UK	L	Sound Energy
UK	L	Knights	UK	L	Pharos Energy	UK	L	Spectris
UK	L	Lamprell	UK	L	Photo-Me International	UK	L	Speedy Hire
UK	L	Land Securities	UK	L	Playtech	UK	L	Spirax-Sarco Engineering
UK	L	Latham (James)	UK	L	Plexus	UK	L	Spire Healthcare
UK	L	LBG Media	UK	L	Pod Point	UK	L	Spirent
UK	L	Learning Technologies	UK	L	Porvair	UK	L	Sportech
UK	L	Legal & General	UK	L	PPHE Hotel Group	UK	L	SSE
UK	L	LivaNova	UK	L	Premier Foods	UK	L	SSP Group
UK	L	Lloyds Banking	UK	L	Proton Power Systems	UK	L	St. James's Place
UK	L	Lok'n Store	UK	L	Provident Financial	UK	L	Staffline Recruitment
UK	L	London Security	UK	L	Prudential	UK	L	Stagecoach
UK	L	London Stock Exchange	UK	L	PureTech Health	UK	L	Standard Chartered
UK	L	Lookers	UK	L	Purplebricks	UK	L	Stelrad
UK	L	LoopUp	UK	L	PZ Cussons	UK	L	Stock Spirits
UK	L	Loungers	UK	L	QinetiQ	UK	L	Studio Retail
UK	L	LSL Property Services	UK	L	Quadrise Fuels	UK	L	STV
UK	L	M&C Saatchi	UK	L	Quartix	UK	L	Sumo Group
UK	L	Macfarlane	UK	L	Quilter	UK	L	Superdry
UK	L	Man Group	UK	L	Quixant	UK	L	Sureserve
UK	L	Manolete Partners	UK	L	Quiz	UK	L	Synairgen
UK	L	Marks & Spencer	UK	L	Rank Group	UK	L	Synthomer
UK	L	Marshall Motor	UK	L	Rathbone	UK	L	Tate & Lyle
UK	L	Marshalls	UK	L	Reach	UK	L	Taylor Wimpey
UK	L	Marston's	UK	L	Reckitt Benckiser	UK	L	Team17 Group
UK	L	Mattioli Woods	UK	L	Record	UK	L	Technip Energies
UK	L	McBride	UK	L	Redcentric	UK	L	TechnipFMC
UK	L	McColl's Retail	UK	L	Redde Northgate	UK	L	Ted Baker
UK	L	McKay Securities	UK	L	Redrow	UK	L	Telecom plus
UK	L	Mears	UK	L	Redx Pharma	UK	L	Telit Communications
UK	L	Medica	UK	L	Relx	UK	L	Tesco
UK	L	Meggitt	UK	L	Renalytix	UK	L	TI Fluid Systems
UK	L	Melrose	UK	L	Renew	UK	L	Time Out Group
UK	L	Menzies (John)	UK	L	Renewi	UK	L	Tissue Regenix
UK	L	Merit Group	UK	L	Renishaw	UK	L	Tiziana Life Sciences
UK	L	Micro Focus	UK	L	Rentokil Initial	UK	L	Topps Tiles
UK	L	Midwich	UK	L	Restaurant Group	UK	L	TP Icap
UK	L	Mitchells & Butlers	UK	L	Restore	UK	L	TPX Impact
UK	L	Mitie	UK	L	Ricardo	UK	L	Tracsis
UK	L	Mondi	UK	L	Rightmove	UK	L	Trainline
UK	L	Moneysupermarket.com	UK	L	Rio Tinto	UK	L	Travis Perkins
UK	L	Moonpig	UK	L	RM	UK	L	Treatt
UK	L	Morgan Advances Materials	UK	L	Robert Walters	UK	L	Tribal
UK	L	Morgan Sindall	UK	L	Rockhopper Exploration	UK	L	Trifast
UK	L	Morrisons	UK	L	Rolls-Royce	UK	L	Tristel
UK	L	Morses Club	UK	L	Rotork	UK	L	TT Electronics
UK	L	Mortgage Advice Bureau	UK	L	Royal Mail	UK	L	Tullow Oil
UK	L	Mothercare	UK	L	RPS	UK	L	Tyman
UK	L	Mulberry	UK	L	RS Group	UK	L	Ultra Electronics
UK	L	Naked Wines	UK	L	RWS Holdings	UK	L	Unilever
UK	L	Nanoco Group	UK	L	S & U	UK	L	Unite Students
UK	L	Napster	UK	L	Sabre Insurance	UK	L	United Utilities
UK	L	National Express	UK	L	Saga	UK	L	Vectura
UK	L	National Grid	UK	L	Sage	UK	L	Velocys
UK	L	NatWest	UK	L	Sainsbury	UK	L	Vertu Motors
UK	L	NCC Group	UK	L	San Leon Energy	UK	L	Vesuvius
UK	L	Next	UK	L	Savills	UK	L	Victoria
UK	L	Next Fifteen	UK	L	Secure Trust Bank	UK	L	Victrex
UK	L	Nichols	UK	L	Segro	UK	L	Vistry
UK	L	Norcros	UK	L	Senior	UK	L	Vitec
UK	L	Numis	UK	L	Sensyne Health	UK	L	Vodafone
UK	L	Ocado	UK	L	Serco	UK	L	Volex
UK	L	On the Beach	UK	L	Serica Energy	UK	L	Volution

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UK	L	VP	UK	NL	Curtins Group	UK	NL	Pil Membranes
UK	L	W.A.G Payment Solutions	UK	NL	Dane Architectural	UK	NL	Pip Mechanical & Electrical
UK	L	Watches of Switzerland	UK	NL	Denny Bros Group	UK	NL	Price Bailey
UK	L	Watchstone	UK	NL	Domu Brands	UK	NL	Provide
UK	L	Watkin Jones	UK	NL	Donald Insall Associates	UK	NL	Punter Southall
UK	L	Weir Group	UK	NL	Dulas	UK	NL	Purcell Architecture
UK	L	Wetherspoon	UK	NL	EA Technology	UK	NL	Quod
UK	L	WH Smith	UK	NL	Eagle Plant	UK	NL	Reabrook
UK	L	Whitbread	UK	NL	East Coast Community Health.	UK	NL	Readie Construction
UK	L	Wilmington	UK	NL	E-Crunch	UK	NL	Retrac Group
UK	L	Wincanton	UK	NL	Edinburgh Bicycle Cooperative	UK	NL	Richer Sounds
UK	L	Wise	UK	NL	Elland Steel	UK	NL	Rider Levett Bucknall
UK	L	Wizz Air	UK	NL	Emperor	UK	NL	Rise Mutual CIC
UK	L	Wood Group (John)	UK	NL	Erith	UK	NL	Riverford Organic Farmers
UK	L	WPP	UK	NL	Essential Trading	UK	NL	RS Response
UK	L	Xaar	UK	NL	Essex Group	UK	NL	Scott & Fyfe
UK	L	Xeros Technology	UK	NL	First Community Health and Care	UK	NL	Scott Bader
UK	L	XLMedia	UK	NL	FPCR Environment & Design	UK	NL	Scott Brownrigg
UK	L	XPS	UK	NL	Fresca Group	UK	NL	Scottish Woodlands
UK	L	YouGov	UK	NL	Fullfield	UK	NL	Seetec
UK	L	Young's	UK	NL	Gemporia Partnership	UK	NL	Shaw Healthcare
UK	L	Yu Group	UK	NL	Gibson	UK	NL	Shawston International
UK	L	Zotefoams	UK	NL	Green Light PBS	UK	NL	SLR Management
UK	NL	2Excel Aviation	UK	NL	Greenwich Leisure	UK	NL	Smile Together Dental CIC
UK	NL	4most	UK	NL	Gripple	UK	NL	Ivor Shaw
UK	NL	Aardman Animations	UK	NL	Hawkins Brown Architects	UK	NL	Spectrum Community Health CIC
UK	NL	Activate Solutions Group	UK	NL	Heyne Tillett Steel	UK	NL	Steer Davies Gleave
UK	NL	ADP	UK	NL	Highland Home Carers	UK	NL	Stephens Scown
UK	NL	Adventure Forest Group	UK	NL	HLM+LD Architects Covalent	UK	NL	Stewart-Buchanan
UK	NL	AE Yates	UK	NL	Hodge Jones and Allen	UK	NL	Stride Treglown
UK	NL	Affordable Aluminium	UK	NL	Hollis Global	UK	NL	Sunderland Home Care
UK	NL	Agilisys	UK	NL	Hopkins Architects	UK	NL	Support Maintenance Services
UK	NL	AHMM	UK	NL	Houlder	UK	NL	Swann-Morton
UK	NL	AJ Iles (Tonic)	UK	NL	Howden Group	UK	NL	Symology
UK	NL	Alan Nuttall	UK	NL	Independence Matters CIC	UK	NL	Talbots Law
UK	NL	Alexir Partnership	UK	NL	Infinity Foods	UK	NL	Team Consulting
UK	NL	Alfa Travel	UK	NL	Itec Training Solutions	UK	NL	Tellar Holdings
UK	NL	All Tel Communications	UK	NL	J&J Ormerod	UK	NL	Thorokleen
UK	NL	Alliance Disposables	UK	NL	Jestico + Whites	UK	NL	Tithegrove
UK	NL	Aquascot – fish processing	UK	NL	John Lewis Partnership	UK	NL	Toureen Group
UK	NL	Arup Group	UK	NL	JS Wright & Co	UK	NL	Trace Group
UK	NL	Aspire Housing Scotland	UK	NL	Karma Enterprises	UK	NL	Triangle Wholefoods (Suma)
UK	NL	Assael Architecture	UK	NL	Kilnbridge	UK	NL	TTP Group
UK	NL	Auchrannie	UK	NL	Kind Management	UK	NL	Tullis Russell
UK	NL	BDB Pitmans	UK	NL	Kingsland Drinks	UK	NL	Turley Associates
UK	NL	Be Caring Together	UK	NL	Kite Packaging	UK	NL	UK Access Solutions
UK	NL	Birt	UK	NL	Land Use Consultants	UK	NL	Umi Business & Enterprise
UK	NL	Bluestone Resorts	UK	NL	LDA Design	UK	NL	Unipart
UK	NL	BMT Group	UK	NL	Leading Lives	UK	NL	Vibe Teacher Recruitment
UK	NL	Brafe Engineering	UK	NL	Lebus Upholstery	UK	NL	WCF
UK	NL	Brands2Life	UK	NL	Life Environmental Services	UK	NL	Wilkin & Sons
UK	NL	Briggs & Forrester	UK	NL	Lilliput Day Nurseries	UK	NL	Willerby Landscapes
UK	NL	Brisdoc Healthcare	UK	NL	Lindum Group	UK	NL	William Gibbons
UK	NL	Broadway Malyan	UK	NL	Locala Community Partnerships	UK	NL	Winch Design
UK	NL	Bromley Healthcare CIC	UK	NL	Logistex	UK	NL	Zaha Hadid Architects
UK	NL	Buckingham Group Contracting	UK	NL	London Camera Exchange			
UK	NL	Business Control Solutions	UK	NL	LUC			
UK	NL	Cambridge Design	UK	NL	Mace Group			
UK	NL	Cambridge Nutritional Foods	UK	NL	Mail Solutions			
UK	NL	Canford Group	UK	NL	Make			
UK	NL	Capstone Foster Care	UK	NL	McGee			
UK	NL	Cara Group	UK	NL	Mechanical Services			
UK	NL	Care Plus Group	UK	NL	Medway Community Health. CIC			
UK	NL	Carmel Group	UK	NL	Metropolitan Electrical Services			
UK	NL	Catalyst Choices CIC	UK	NL	Michael Lonsdale			
UK	NL	Central Surrey Health	UK	NL	Middleton Hall			
UK	NL	Childbase Partnership	UK	NL	Mines Rescue Service			
UK	NL	City Health Care Partnership	UK	NL	Moore Care			
UK	NL	Clarasys	UK	NL	Mott MacDonald			
UK	NL	Claremont Interiors	UK	NL	Neilcott			
UK	NL	Cleantec Services	UK	NL	NGB Construction			
UK	NL	Clegg Group	UK	NL	Otto Simon			
UK	NL	Coastal Recycling	UK	NL	Parfett & Sons			
UK	NL	Cog and Wire	UK	NL	Paye Stonework			
UK	NL	Community Dental Services	UK	NL	PCE			
UK	NL	Consult Red	UK	NL	PDS			
UK	NL	Control Risks	UK	NL	Peregrine Livefoods			

Pour toute information

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La FEAS est l'organisation-couple qui vise à fédérer les actionnaires salariés, les entreprises et toutes les personnes, les syndicats, les experts, les chercheurs et autres intéressés à la promotion de l'actionnariat salarié et la participation en Europe.

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