



EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2010

BY

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EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

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INTRODUCTION

Employee ownership was continuously progressing across Europe since the financial crisis

The number of employee owners was nearly 10 million in 2010 in large European companies (out of 32.6 million employees). The number of companies that have employee ownership was increasing (91.7%), as well as those having share plans for all employees (53.7%) and those with stock option plans (64.1%).

However, significant differences can be seen between countries: A significant increase in the number of employee owners in Spain, Poland, France and the Nordic countries (Denmark, Sweden, Norway, Finland), contrasting with a decrease in Belgium, Ireland and The Netherlands.

	2010	2009	2008	2007	2006
Employee owners (million people)	9,6	9,4	9,0	8,5	
Employees' share in ownership structure	2,71%	2,82%	2,72%	2,69%	2,37%
Capitalisation held by employees (billion €)	192	162	242	282	205
% European companies having employee ownership	91,7%	91,5%	85,9%	83,3%	79,3%
% European companies having broad-based plans	53,7%	53,1%	51,8%	49,7%	46,1%
% European companies having stock option plans	64,1%	63,6%	62,4%	60,1%	56,7%
% European companies having launched new plans	27,5%	31,3%	36,0%	26,7%	

Overall, the capitalization held by employee owners rose back to 192 billion Euro in 2010. In % held, there was a slight decline for the first time for many years, from 2.82% to 2.71% (See [Graph 1](#)).

However, the share held by Top Executives has increased, while it is the "common" employees who have seen their share shrink.

INTRODUCTION

Croissance ininterrompue de l'actionnariat salarié européen depuis la crise financière

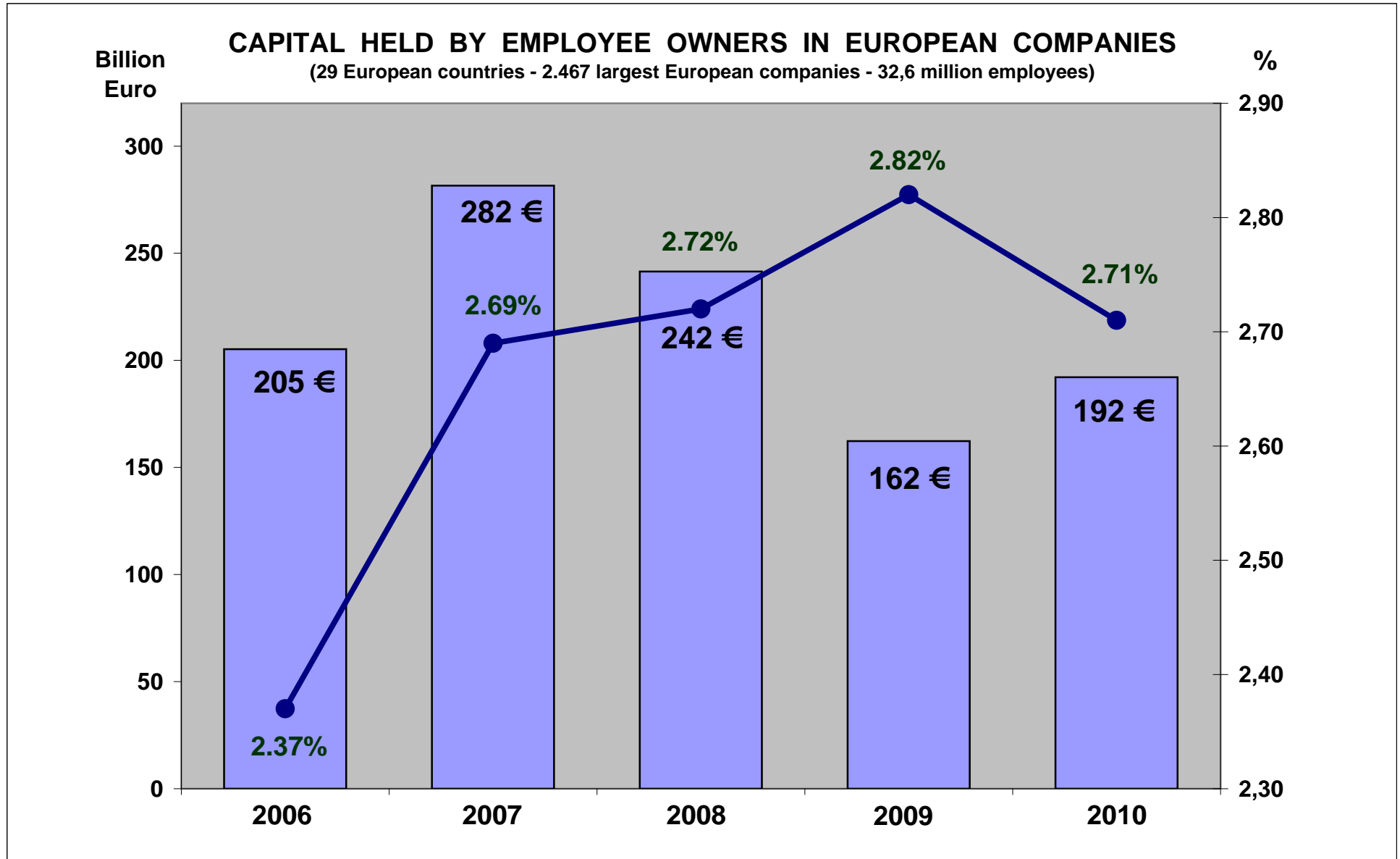
Le nombre d'actionnaires salariés approche les 10 millions en 2010 dans les grandes entreprises européennes (sur 32.6 millions de salariés). Le nombre d'entreprises qui ont de l'actionnariat salarié est en augmentation (91.7%), de même que celles qui ont des plans d'actionnariat pour l'ensemble de leurs salariés (53.7%) et celles qui ont des plans de stock options (64.1%).

Cependant, des différences sensibles se marquent entre les pays: augmentation notable du nombre d'actionnaires salariés en Espagne, en Pologne, en France et dans les pays nordiques (Danemark, Suède, Norvège, Finlande), diminution en Belgique, en Irlande et aux Pays-Bas.

	2010	2009	2008	2007	2006
Actionnaires salariés (millions de personnes)	9,6	9,4	9,0	8,5	
Part détenue par les salariés	2,71%	2,82%	2,72%	2,69%	2,37%
Capitalisation détenue par les salariés (milliards €)	192	162	242	282	205
% entreprises européennes avec actionnariat salarié	91,7%	91,5%	85,9%	83,3%	79,3%
% entreprises européennes avec plans pour tous	53,7%	53,1%	51,8%	49,7%	46,1%
% entreprises européennes avec stock options	64,1%	63,6%	62,4%	60,1%	56,7%
% entreprises européennes avec de nouveaux plans	27,5%	31,3%	36,0%	26,7%	

Globalement, la valorisation de l'investissement des salariés dans le capital de leur entreprise est remontée à 192 milliard d'Euro en 2010. En % détenus, pour la première fois depuis longtemps, il y a une légère baisse de 2.82% à 2.71% (voir [Graphique 1](#)).

Cependant, la part des dirigeants exécutifs a augmenté; ce sont les salariés "ordinaires" qui ont vu leur part se réduire.



	2010	2009	2008	2007	2006
Employee owners (million people)	9,6	9,4	9,0	8,5	
Employees' share in ownership structure	2,71%	2,82%	2,72%	2,69%	2,37%
Capitalisation held by employees (billion €)	192	162	242	282	205
% European companies having employee ownership	91,7%	91,5%	85,9%	83,3%	79,3%
% European companies having broad-based plans	53,7%	53,1%	51,8%	49,7%	46,1%
% European companies having stock options	64,1%	63,6%	62,4%	60,1%	56,7%
% European companies having launched new plans	27,5%	31,3%	36,0%	26,7%	

Description	2009/10	2008/9	2007/8	2006/7	2005/6
Employees' share in ownership structure (%)	2,71%	2,82%	2,72%	2,69%	2,37%
Capitalisation held by all employees (billion Euro)	192,1 MM €	162,3 MM €	241,5 MM €	281,6 MM €	205,2 MM €
% Variation	-33,5%	-33,5%	-14,2%	+36,6%	

Description	2009/10	2008/9	2007/8	2006/7
Employee owners (numbers)	9.614.373	9.351.979	9.043.231	8.466.026
% Variation	+2,8%	+3,4%	+5,6%	
Employee owners in % of all employees	29,5%	28,1%	28,2%	27,9%

Description	
Date of first employee share plan	1.995
Date of first employee share plan (listed groups only)	1.999

	2009/10	2008/9	2007/8	2006/7	2005/6
Companies number	2.467	2.467	2.467	2.467	2.467
Market capitalisation	7.076 MM €	5.765 MM €	8.888 MM €	10.468 MM €	8.675 MM €
% Variation	+22,7%	-35,1%	-15,1%	+20,7%	
Employees numbers	32.580.348	33.285.574	32.025.610	30.336.154	28.482.922
% Variation	-2,1%	+3,9%	+5,6%	+6,5%	

	2009/10	2008/9	2007/8	2006/7
Market capitalisation	+22,7%	-35,1%	-15,1%	+20,7%
Employees numbers	-2,1%	+3,9%	+5,6%	+6,5%

Description	2009/10	2008/9	2007/8	2006/7	2005/6
% of all Companies					
% Companies having employee ownership	91,7%	91,5%	85,9%	83,3%	79,3%
% Companies having employee share plans	83,5%	82,9%	80,8%	77,3%	73,3%
% Companies having broad-based employee share plans	53,7%	53,1%	51,8%	49,7%	46,1%
% Companies having stock options	64,1%	63,6%	62,4%	60,1%	56,7%
% Companies having launched new employee share plans in year	27,5%	31,3%	36,0%	26,7%	
Number of Companies					
Companies having employee ownership	2.262	2.257	2.120	2.054	1.955
Companies having employee share plans	2.059	2.044	1.992	1.908	1.807
Companies having broad-based employee share plans	1.324	1.311	1.278	1.227	1.138
Companies having stock options	1.580	1.568	1.540	1.483	1.399
Companies having launched new employee share plans in year	679	772	887	659	
Variation					
Companies having employee ownership	+0,2%	+6,5%	+3,2%	+5,1%	
Companies having employee share plans	+0,7%	+2,6%	+4,4%	+5,6%	
Companies having broad-based employee share plans	+1,0%	+2,6%	+4,2%	+7,8%	
Companies having stock options	+0,8%	+1,8%	+3,8%	+6,0%	
Companies having launched new employee share plans in year	-12,0%	-13,0%	+34,6%		

Description	2009/10	2008/9	2007/8	2006/7	2005/6
% of listed Companies					
% Listed Companies having employee ownership	90,7%	90,4%	84,4%	81,4%	77,3%
% Listed Companies having employee share plans	81,4%	80,7%	78,5%	74,6%	70,2%
% Listed Companies having broad-based employee share plans	48,2%	47,6%	46,2%	43,9%	39,9%
% Listed Companies having stock options	71,5%	71,0%	69,7%	67,1%	63,3%
Number of listed Companies					
Listed Companies having employee ownership	1.991	1.986	1.853	1.787	1.698
Listed Companies having employee share plans	1.788	1.773	1.723	1.639	1.542
Listed Companies having broad-based employee share plans	1.058	1.045	1.014	963	875
Listed Companies having stock options	1.570	1.558	1.531	1.474	1.390
% Variation					
Listed Companies having employee ownership	+0,3%	+7,2%	+3,7%	+5,2%	
Listed Companies having employee share plans	+0,8%	+2,9%	+5,1%	+6,3%	
Listed Companies having broad-based employee share plans	+1,2%	+3,1%	+5,3%	+10,1%	
Listed Companies having stock options	+0,8%	+1,8%	+3,9%	+6,0%	

% European Companies	2009/10	2008/9	2007/8	2006/7	2005/6
Having employee ownership	91,7%	91,5%	85,9%	83,3%	79,3%
Having employee share plans	83,5%	82,9%	80,8%	77,3%	73,3%
Having broad-based employee share plans	53,7%	53,1%	51,8%	49,7%	46,1%
Having stock options	64,1%	63,6%	62,4%	60,1%	56,7%
Having launched new employee share plans in year	27,5%	31,3%	36,0%	26,7%	

ALL Companies (listed and non-listed)					
Description	2009/10	2008/9	2007/8	2006/7	2005/6
% Companies having EO>1% in ownership structure ("significant" ownership)	52,1%	54,8%	55,3%	54,2%	48,2%
% Companies having EO>6% in ownership structure ("strategic" ownership)	27,4%	28,1%	28,2%	28,4%	26,9%
% Companies having EO>20% in ownership structure ("determining" ownership)	20,1%	20,9%	20,4%	20,6%	19,1%
% Companies having EO>50% in ownership structure ("controlling" ownership)	14,0%	14,3%	14,4%	14,8%	13,7%
Number of Companies					
Companies having EO>1% in ownership structure ("significant" ownership)	1.284	1.353	1.364	1.337	1.189
Companies having EO>6% in ownership structure ("strategic" ownership)	675	692	695	700	663
Companies having EO>20% in ownership structure ("determining" ownership)	496	515	503	507	470
Companies having EO>50% in ownership structure ("controlling" ownership)	346	352	354	366	337
Change in Ownership					
Companies having EO>1% in ownership structure ("significant" ownership)	-5,1%	-0,8%	+2,0%	+12,4%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-2,5%	-0,4%	-0,7%	+5,6%	
Companies having EO>20% in ownership structure ("determining" ownership)	-3,7%	+2,4%	-0,8%	+7,9%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-1,7%	-0,6%	-3,3%	+8,6%	

LISTED Companies ONLY					
Description	2009/10	2008/9	2007/8	2006/7	2005/6
% Companies having EO>1% in ownership structure ("significant" ownership)	46,1%	49,3%	49,9%	48,6%	42,0%
% Companies having EO>6% in ownership structure ("strategic" ownership)	18,4%	19,2%	19,4%	19,6%	18,1%
% Companies having EO>20% in ownership structure ("determining" ownership)	10,5%	11,2%	10,8%	10,9%	9,4%
% Companies having EO>50% in ownership structure ("controlling" ownership)	3,9%	4,1%	4,1%	4,7%	3,6%
Number of Companies					
Companies having EO>1% in ownership structure ("significant" ownership)	1.013	1.082	1.095	1.068	923
Companies having EO>6% in ownership structure ("strategic" ownership)	405	421	426	431	397
Companies having EO>20% in ownership structure ("determining" ownership)	230	246	236	240	207
Companies having EO>50% in ownership structure ("controlling" ownership)	86	89	90	103	78
Change in Ownership					
Companies having EO>1% in ownership structure ("significant" ownership)	-6,4%	-1,2%	+2,5%	+15,7%	
Companies having EO>6% in ownership structure ("strategic" ownership)	-3,8%	-1,2%	-1,2%	+8,6%	
Companies having EO>20% in ownership structure ("determining" ownership)	-6,5%	+4,2%	-1,7%	+15,9%	
Companies having EO>50% in ownership structure ("controlling" ownership)	-3,4%	-1,1%	-12,6%	+32,1%	

		ALL COMPANIES	
- 1%	insignificant		
+ 1%	significant	52,1%	1.284
+ 6%	strategic	27,4%	675
+ 20%	determining	20,1%	496
+ 50%	controlling	14,0%	346

		LISTED COMPANIES	
- 1%	insignificant		
+ 1%	significant	46,1%	1.013
+ 6%	strategic	18,4%	405
+ 20%	determining	10,5%	230
+ 50%	controlling	3,9%	86

EFES DATABASE of employee ownership in large European companies in 2010

~ Listed companies with market capitalisation over 200 million € in May 2006, 2007, 2008, 2009 or 2010 (exhaustive list)

~ Non-listed companies whose employees own over 50%, employing over 100 persons (non exhaustive list)

Countries	Companies numbers	Listed	Non-listed	Coops
AT - Austria	44	43	1	0
BE - Belgium	52	52	0	0
BG - Bulgaria	10	8	2	2
CH - Switzerland	146	146	0	0
CY - Cyprus	5	5	0	0
CZ - Czech Republic	31	5	26	26
DA - Denmark	74	73	1	0
DE - Germany	208	206	2	0
EE - Estonia	6	6	0	0
ES - Spain	168	105	63	31
FI - Finland	63	63	0	0
FR - France	333	252	81	72
GR - Greece	70	70	0	0
HU - Hungary	21	12	9	0
IE - Ireland	35	34	1	0
IT - Italy	191	157	34	34
LT - Lithuania	10	10	0	0
LU - Luxemburg	11	11	0	0
LV - Latvia	3	3	0	0
MT - Malta	5	5	0	0
NL - Netherlands	79	77	2	0
NO - Norway	93	93	0	0
PL - Poland	87	86	1	1
PT - Portugal	33	33	0	0
RO - Romania	9	9	0	0
SK - Slovakia	7	4	3	3
SL - Slovenia	23	15	8	0
SV - Sweden	124	124	0	0
UK - United Kingdom	526	489	37	3
TOTAL 29 COUNTRIES	2.467	2.196	271	172
On which:				
European Union	2.228	1.957	271	172
New Member States (without PL)	130	82	48	31

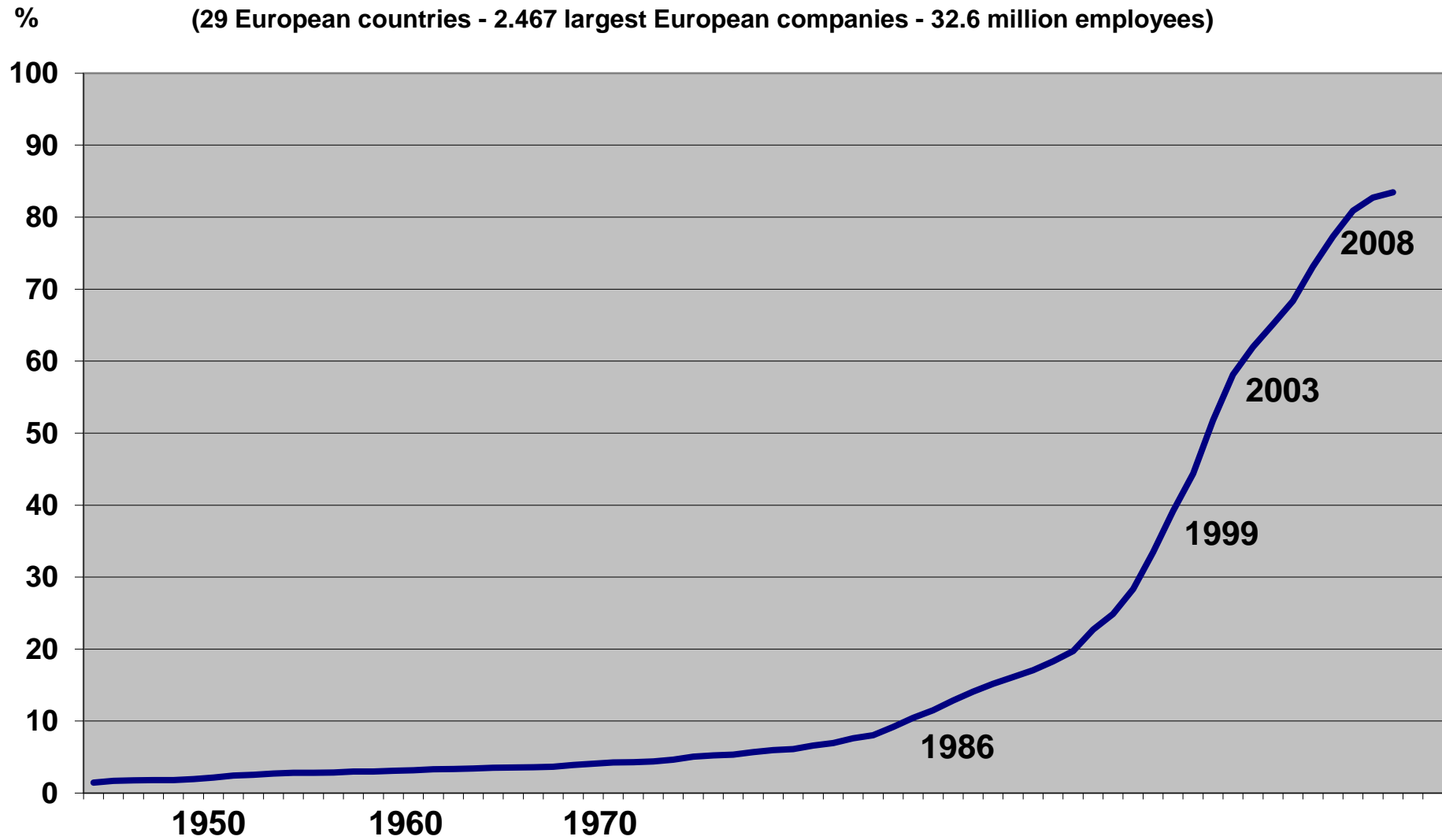
CAPITALISATION HELD BY EMPLOYEES					
Description	2009/10	2008/9	2007/8	2006/7	2005/6
Capitalisation held by all employees (billion Euro)	192	162	242	282	205
% Variation	+18,3%	-32,8%	-14,2%	+37,2%	
Employees (million)	32,6	33,3	32,0	30,3	28,5
Average capitalisation held by employee	5.900 €	4.900 €	7.500 €	9.300 €	7.200 €
Employee owners (million)	9,6	9,4	9,0	8,5	8,0
Average capitalisation held by each employee owner	20.000 €	17.400 €	26.700 €	33.300 €	25.000 €
% Variation	+14,9%	-34,8%	-19,8%	+33,0%	

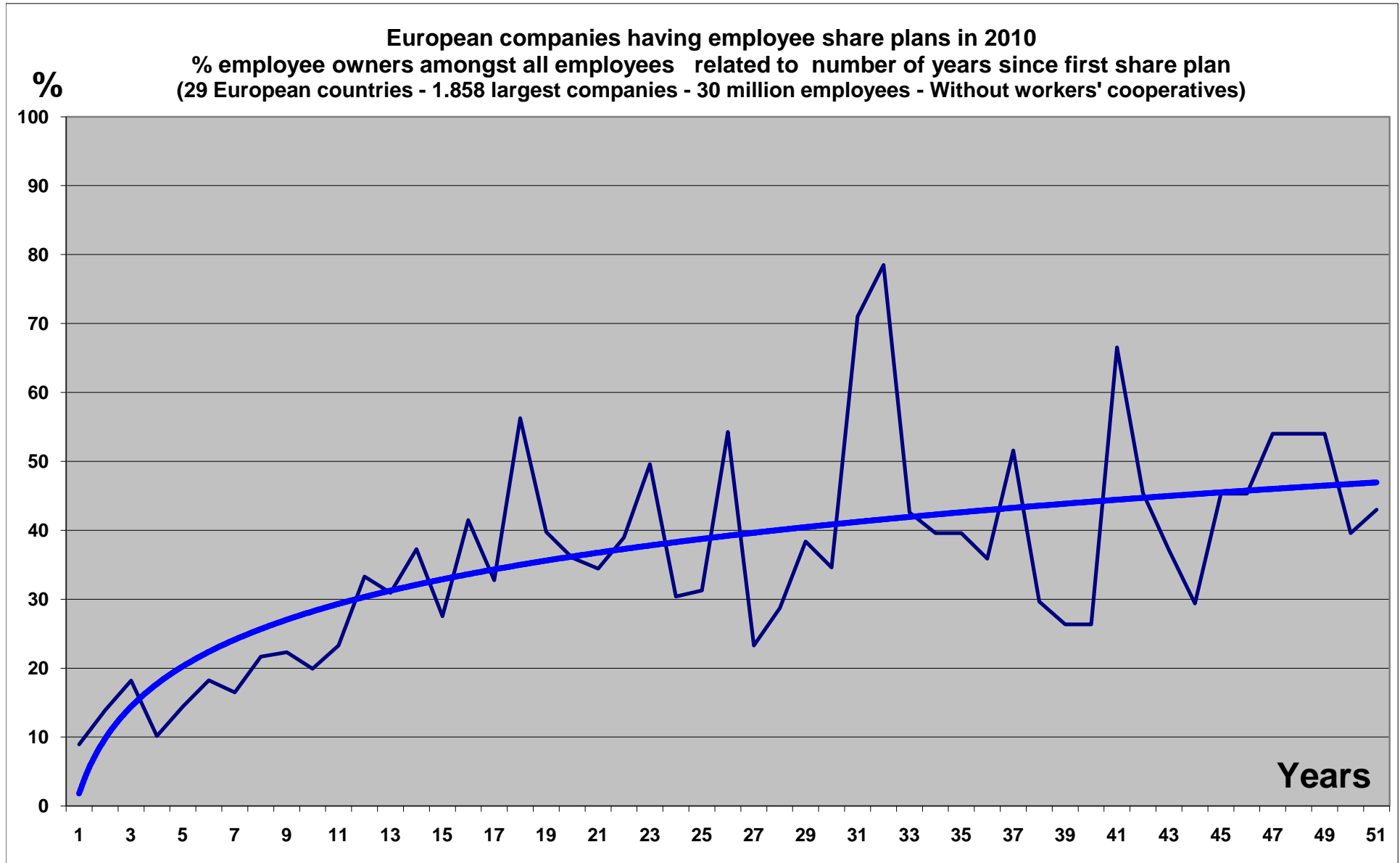
TOP EXECUTIVES VERSUS COMMON EMPLOYEES					
Description		2009/10	2008/9	2007/8	2006/7
Capitalisation held by all employees (billion Euro)	EO	192,1	162,3	241,5	281,6
Capitalisation held by Executive employees (billion Euro)	EXEC	77,3	62,9	98,6	115,2
Capitalisation held by non-executive employees (billion Euro)	NonEXEC	114,8	99,4	142,9	166,4
Executives' share in capitalisation held by all employees	EXEC	40,2%	38,8%	40,8%	40,9%
Non-executives' share in capitalisation held by all employees	NonEXEC	59,8%	61,2%	59,2%	59,1%
Average capitalisation held by each employee owner	EO	20.000 €	17.400 €	26.700 €	33.300 €
Average capitalisation held by each Executive	EXEC	8.750.000 €	7.050.000 €	11.050.000 €	12.900.000 €
Average capitalisation held by each non-executive employee owner	NonEXEC	11.900 €	10.600 €	15.800 €	19.600 €
Employees' share in ownership structure	EO	2,71%	2,82%	2,72%	2,69%
Executive employees' share in ownership structure	EXEC	1,09%	1,09%	1,11%	1,10%
Non-executive employees' share in ownership structure	NonEXEC	1,62%	1,72%	1,61%	1,59%

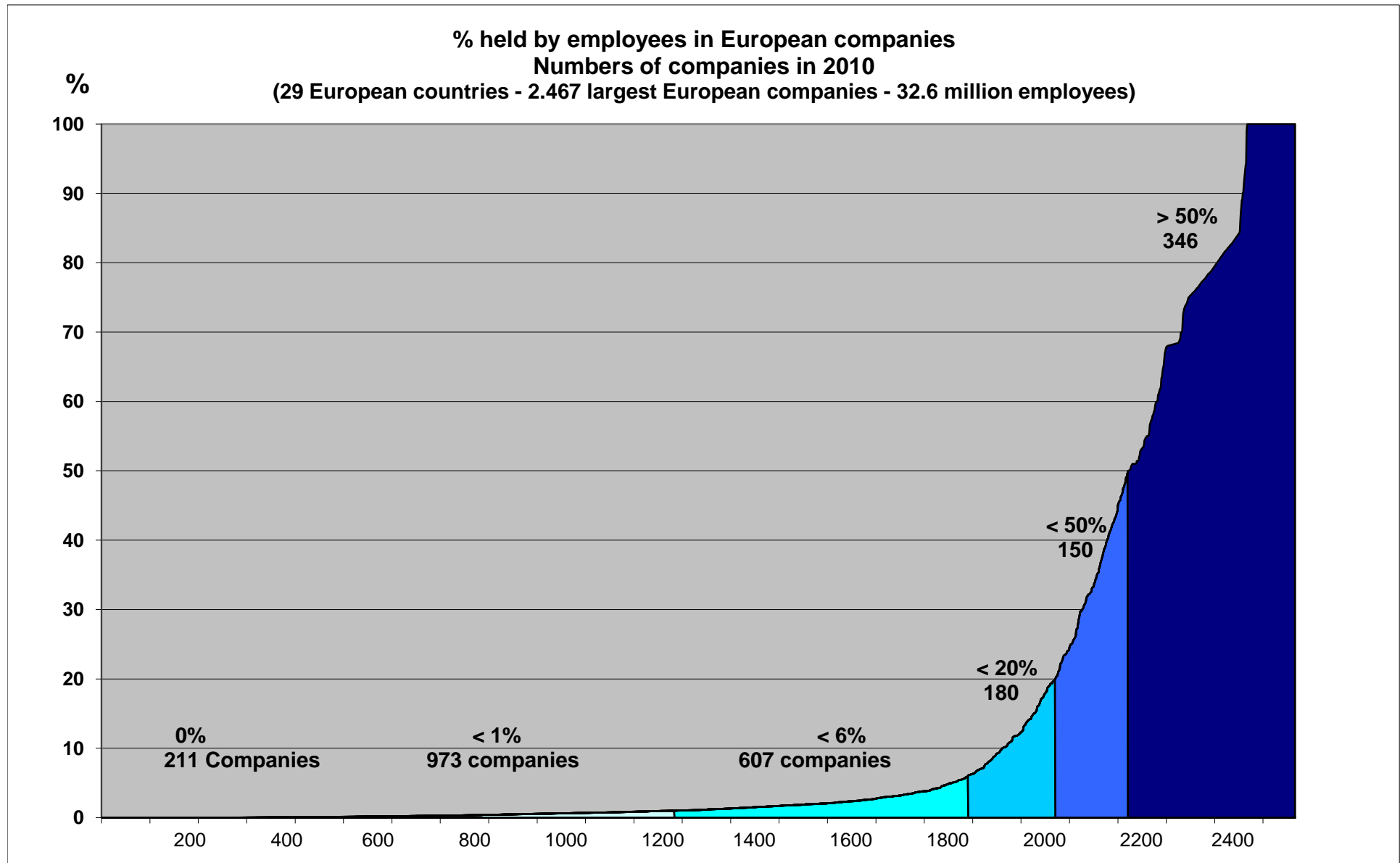
Large European companies having employee share plans

from 1945 to 2010

(29 European countries - 2.467 largest European companies - 32.6 million employees)

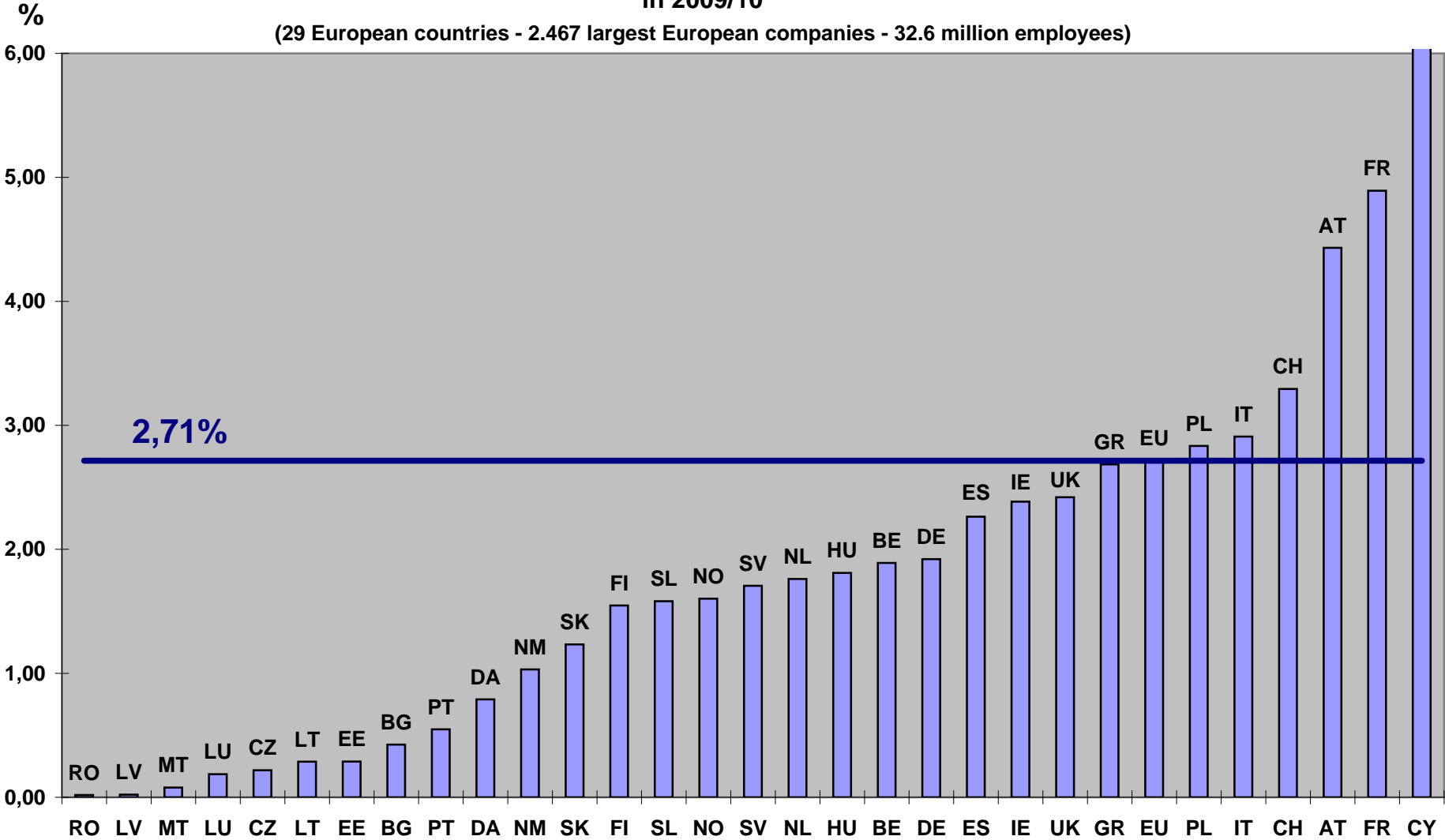


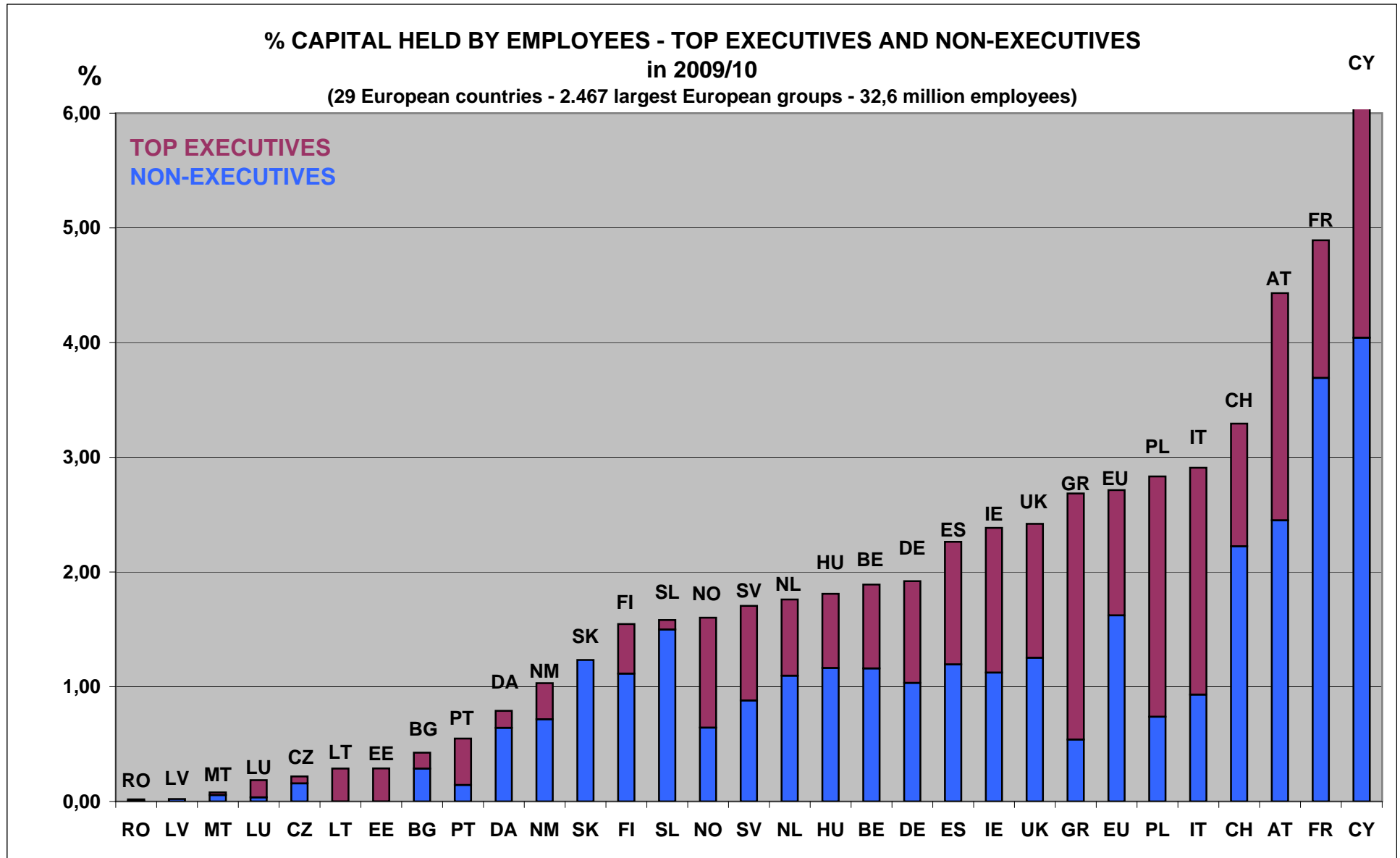




% CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2009/10

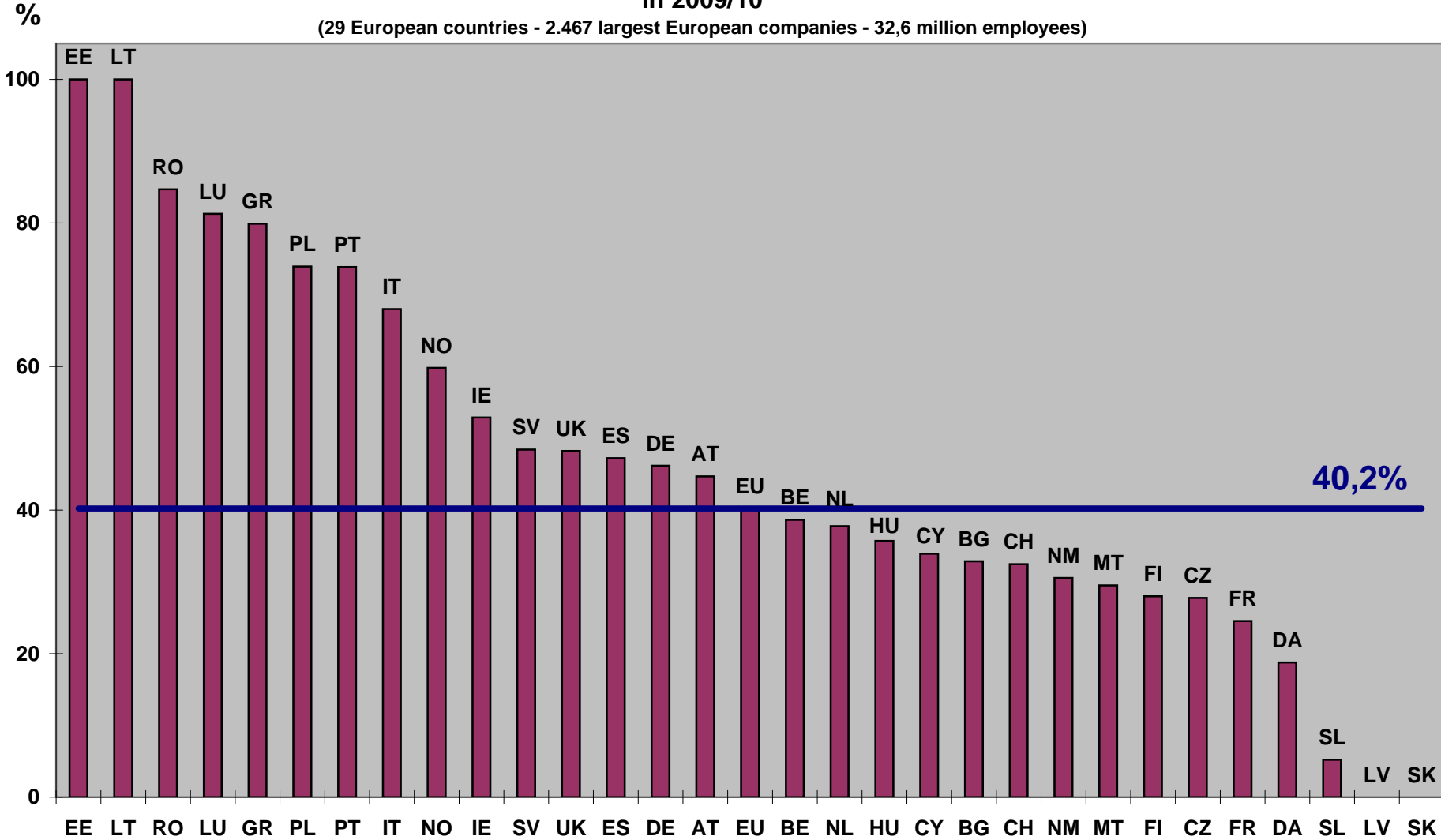
(29 European countries - 2.467 largest European companies - 32.6 million employees)





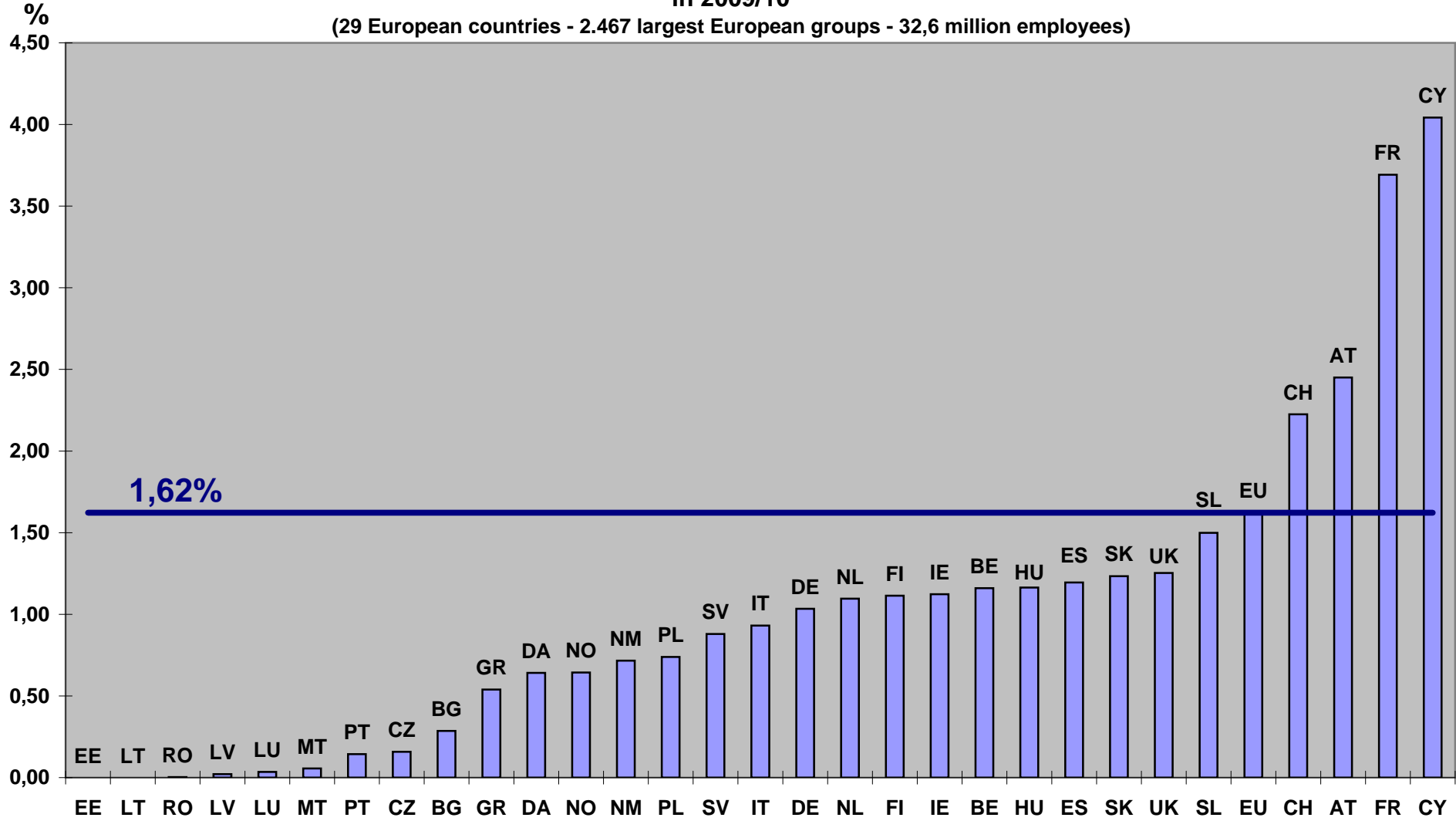
% CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES' SHARE in 2009/10

(29 European countries - 2.467 largest European companies - 32,6 million employees)



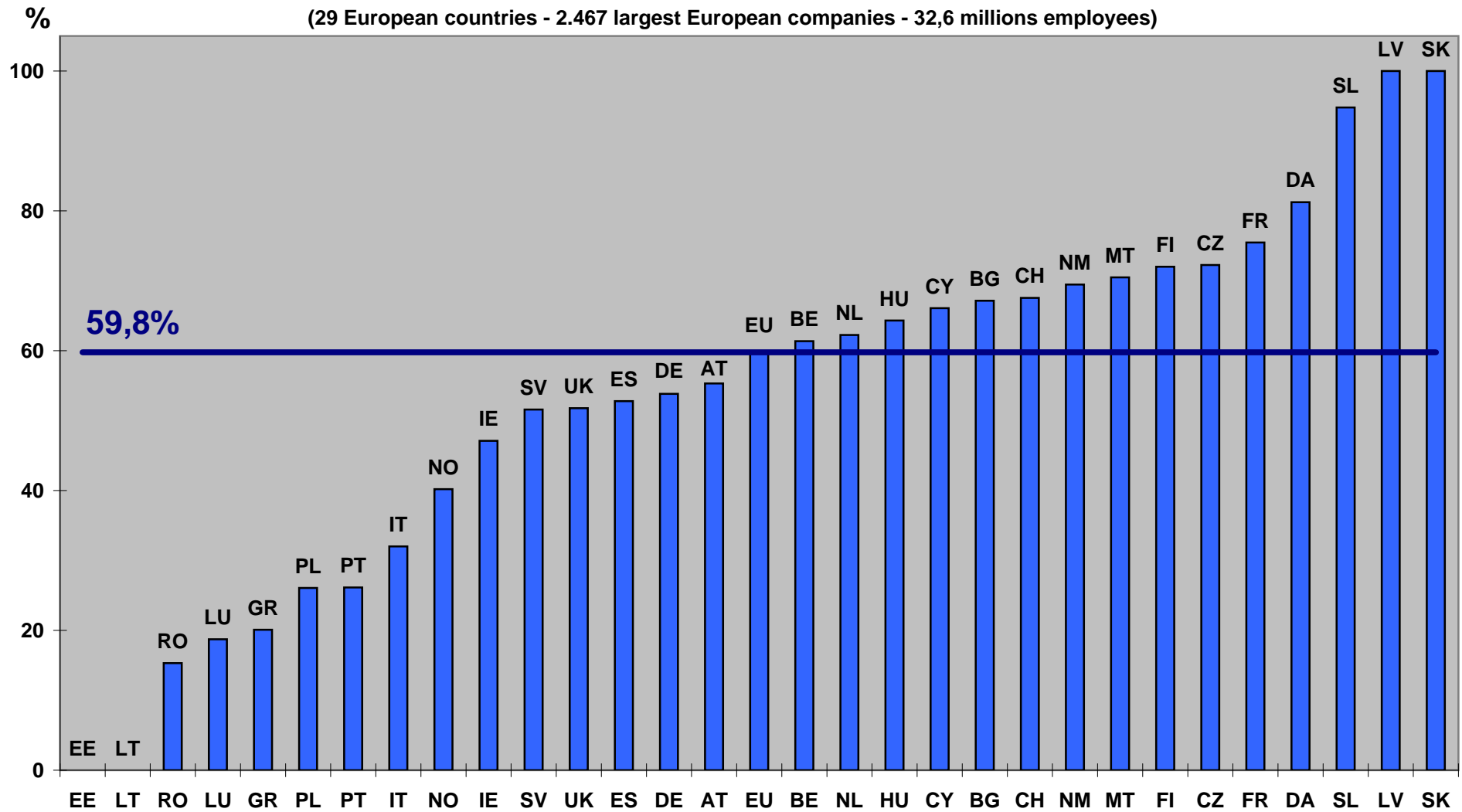
% CAPITAL HELD BY NON-EXECUTIVE EMPLOYEES in 2009/10

(29 European countries - 2.467 largest European groups - 32,6 million employees)



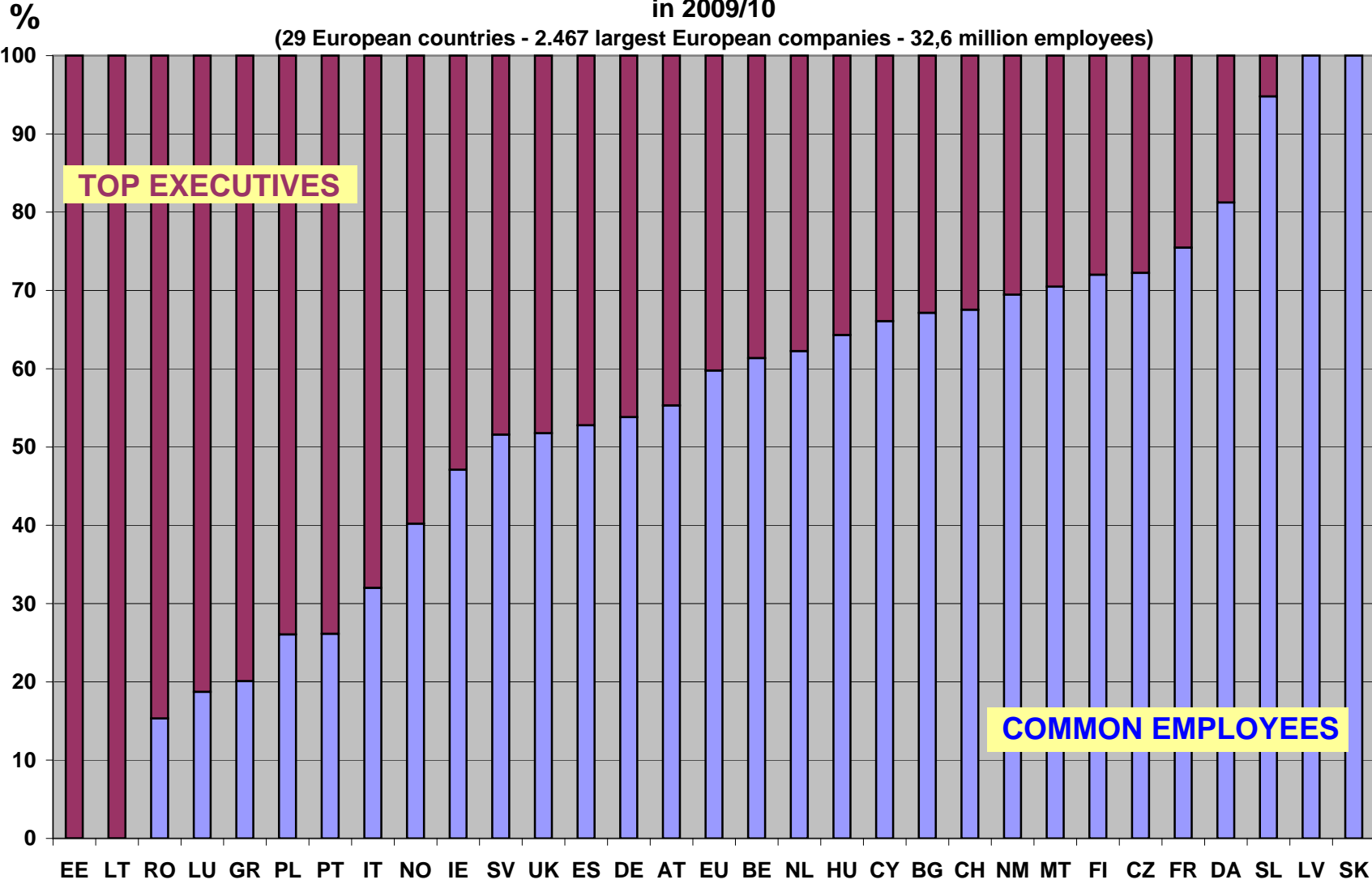
% CAPITAL HELD BY EMPLOYEES: NON-EXECUTIVES' SHARE
in 2009/10

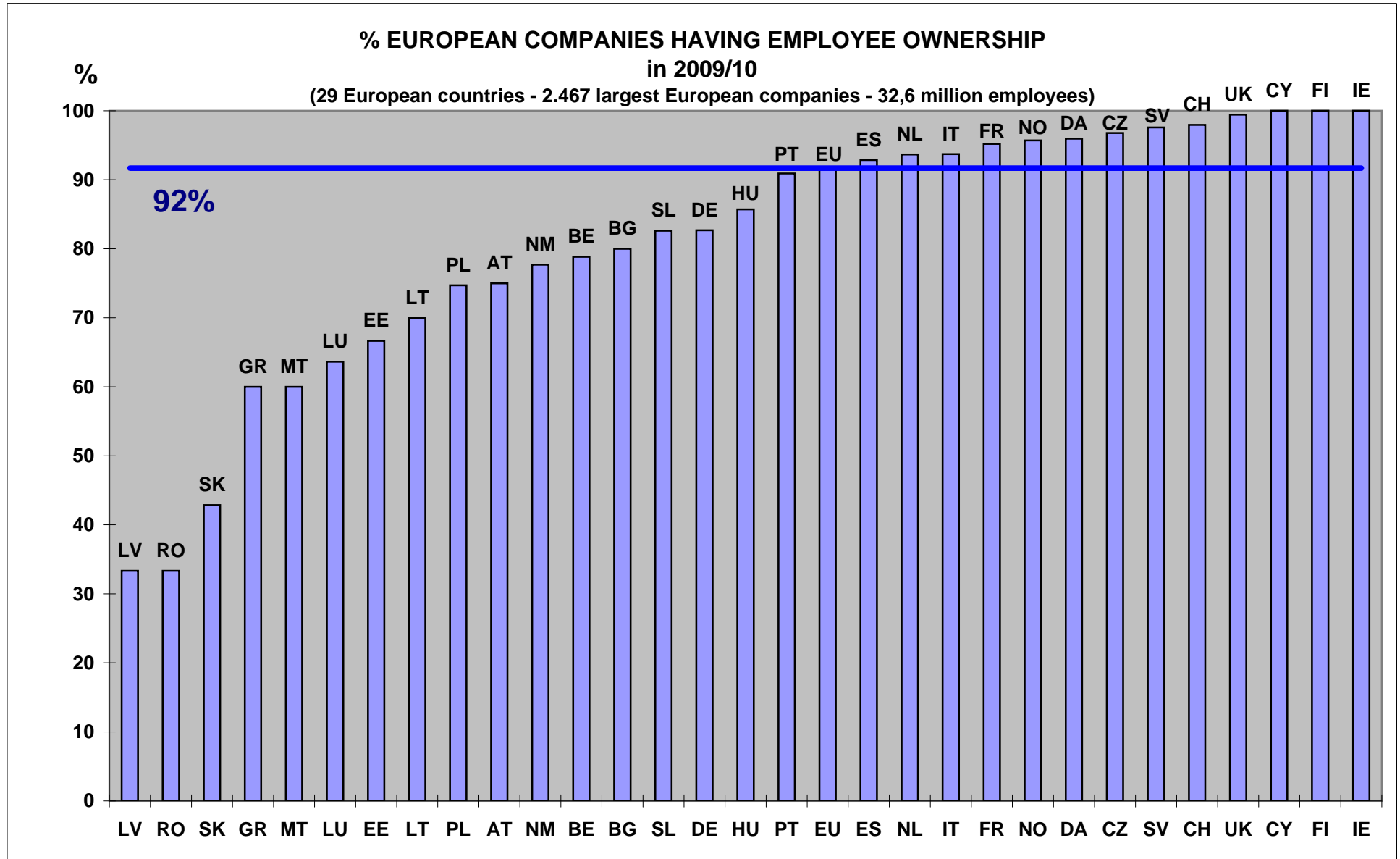
(29 European countries - 2.467 largest European companies - 32,6 millions employees)



CAPITAL HELD BY EMPLOYEES: TOP EXECUTIVES AND COMMON EMPLOYEES
 in 2009/10

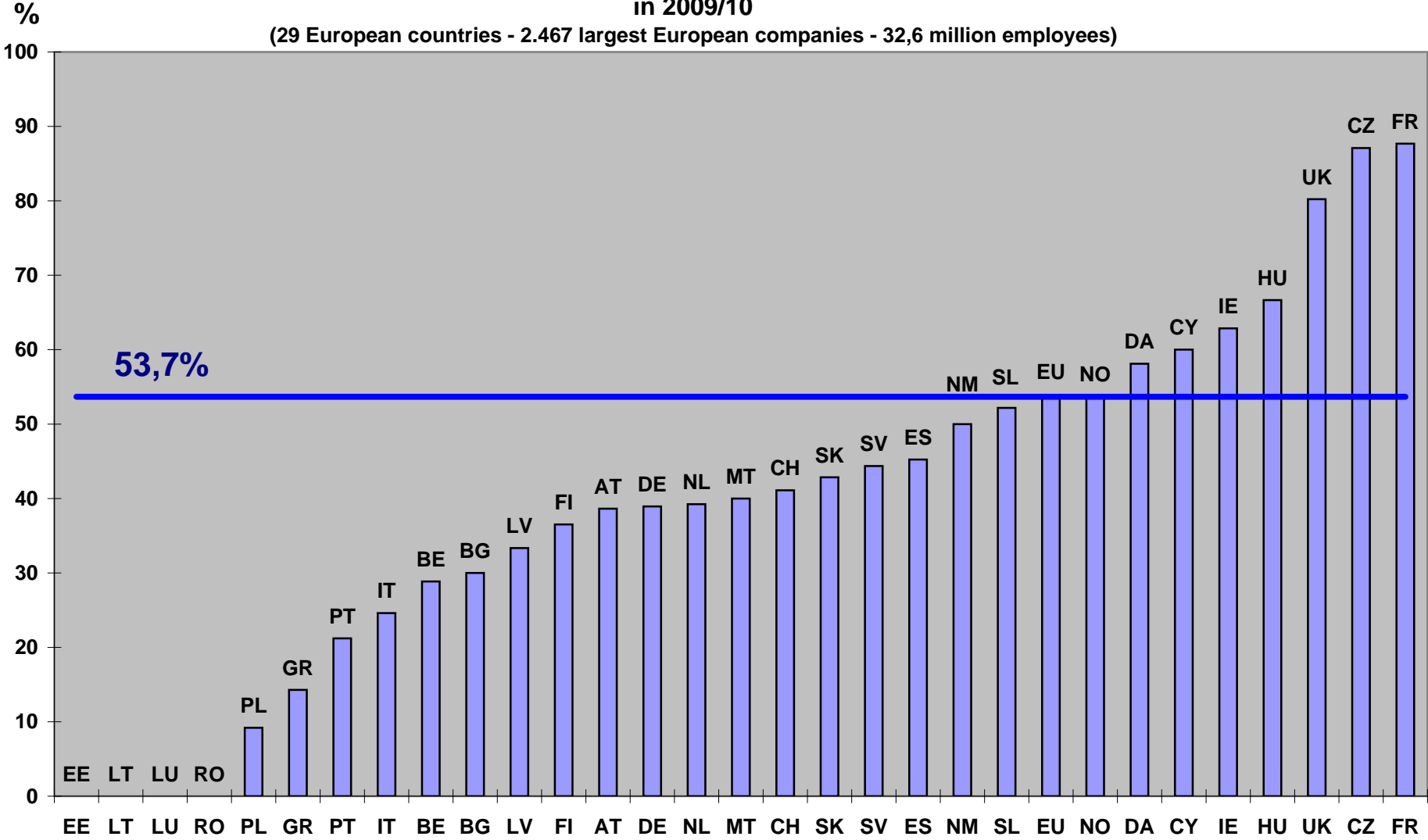
(29 European countries - 2.467 largest European companies - 32,6 million employees)





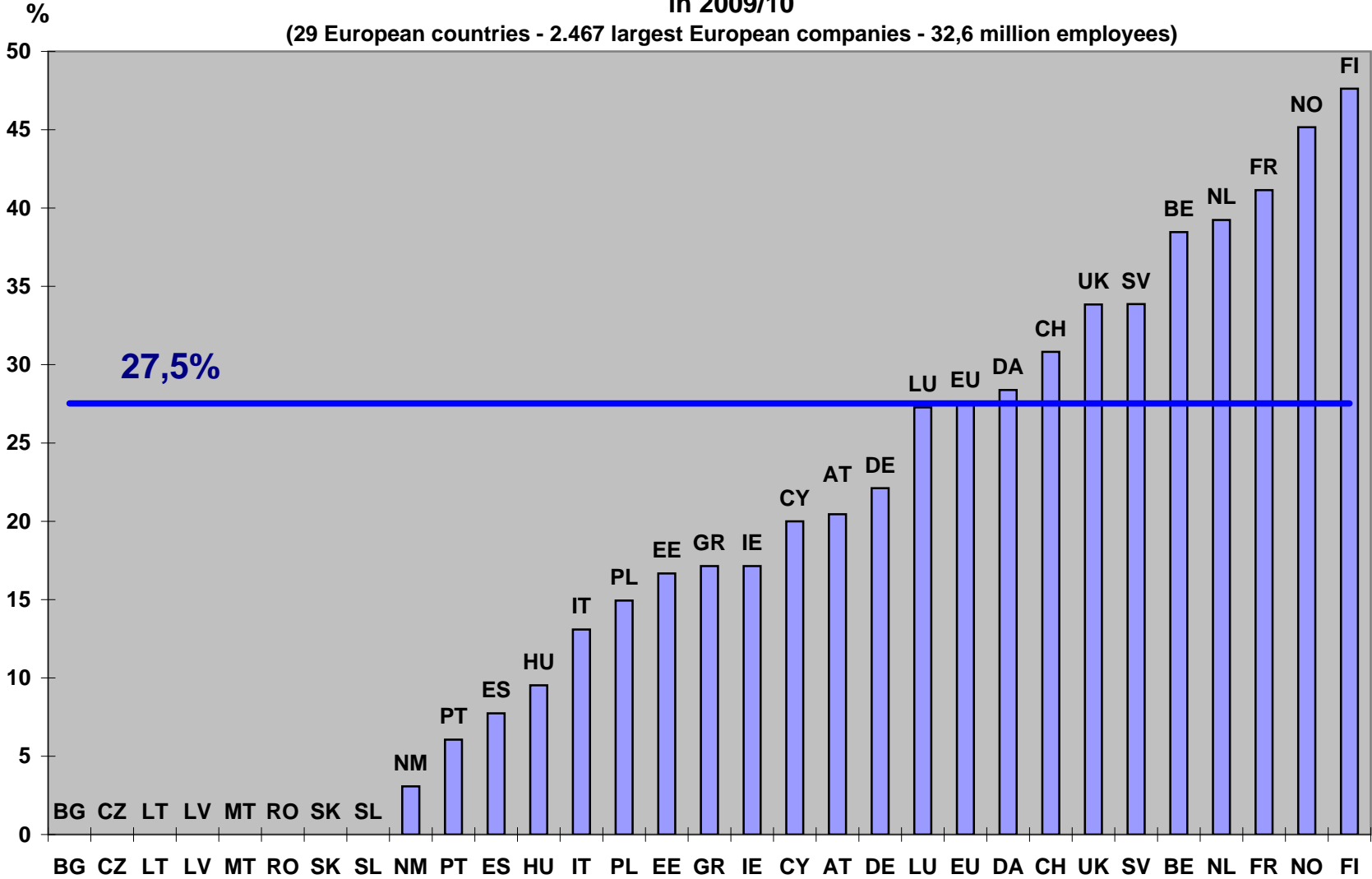
% EUROPEAN COMPANIES HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2009/10

(29 European countries - 2.467 largest European companies - 32,6 million employees)



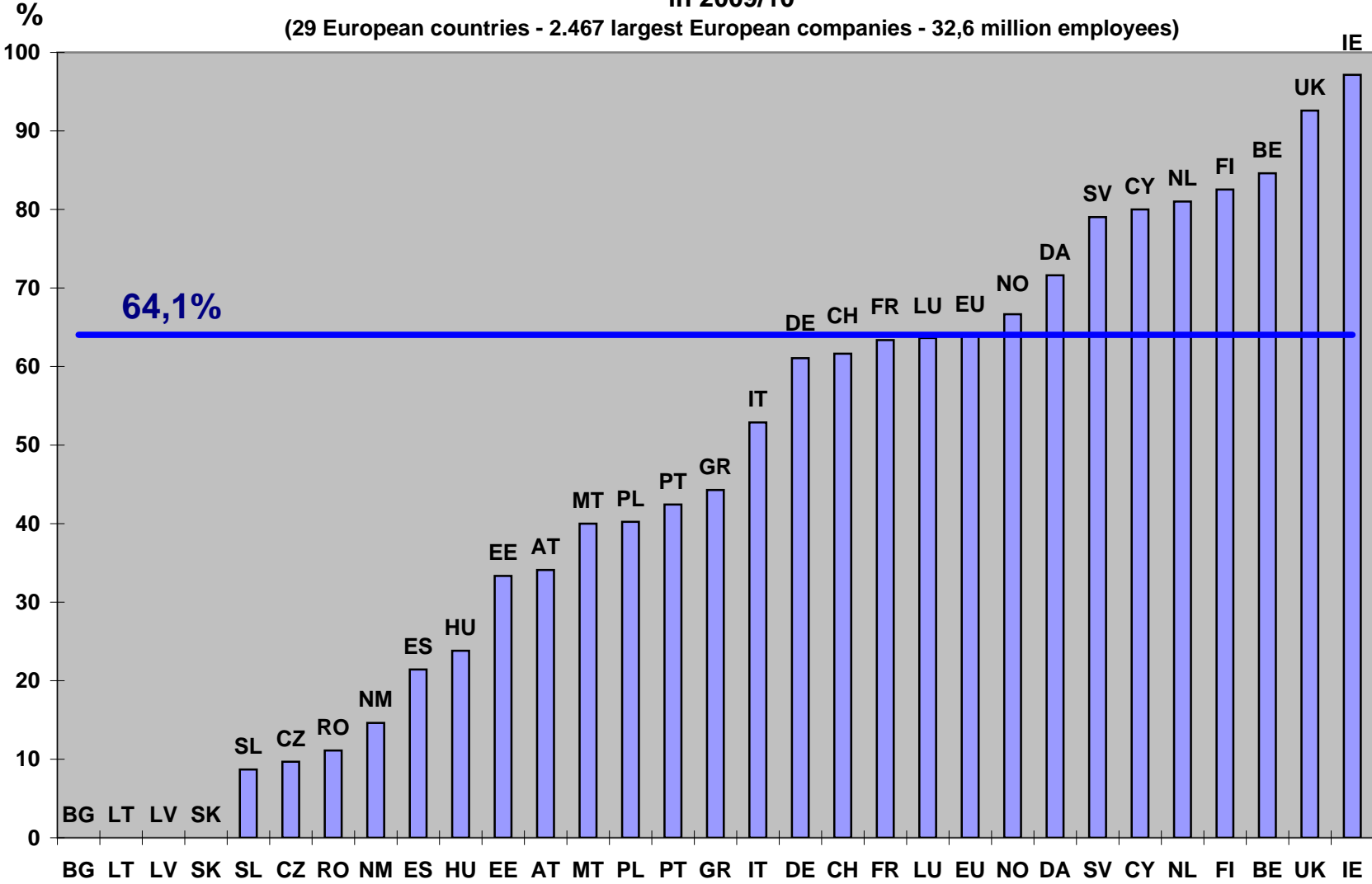
% EUROPEAN COMPANIES HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2009/10

(29 European countries - 2.467 largest European companies - 32,6 million employees)



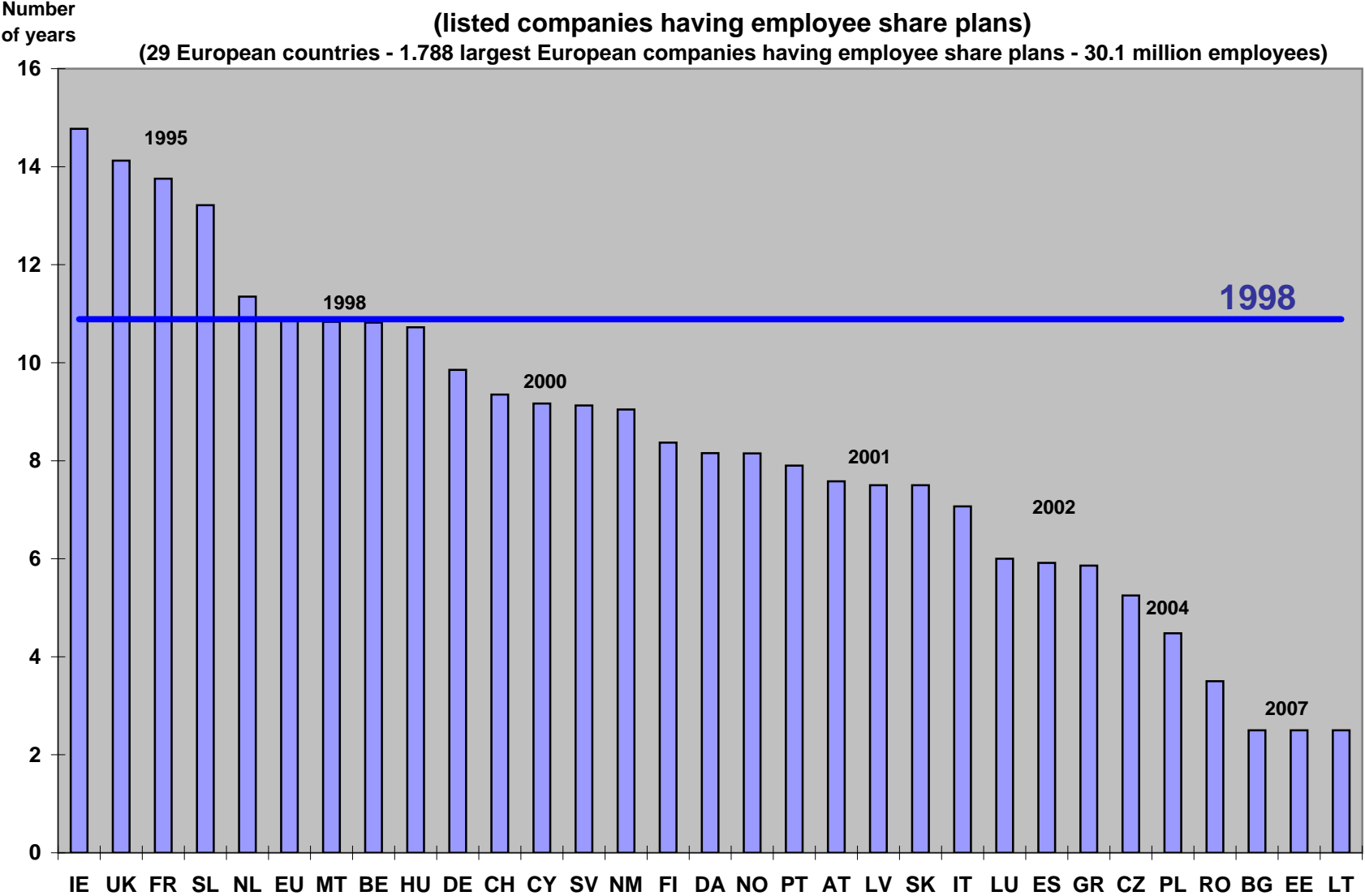
% EUROPEAN COMPANIES HAVING STOCK OPTION PLANS in 2009/10

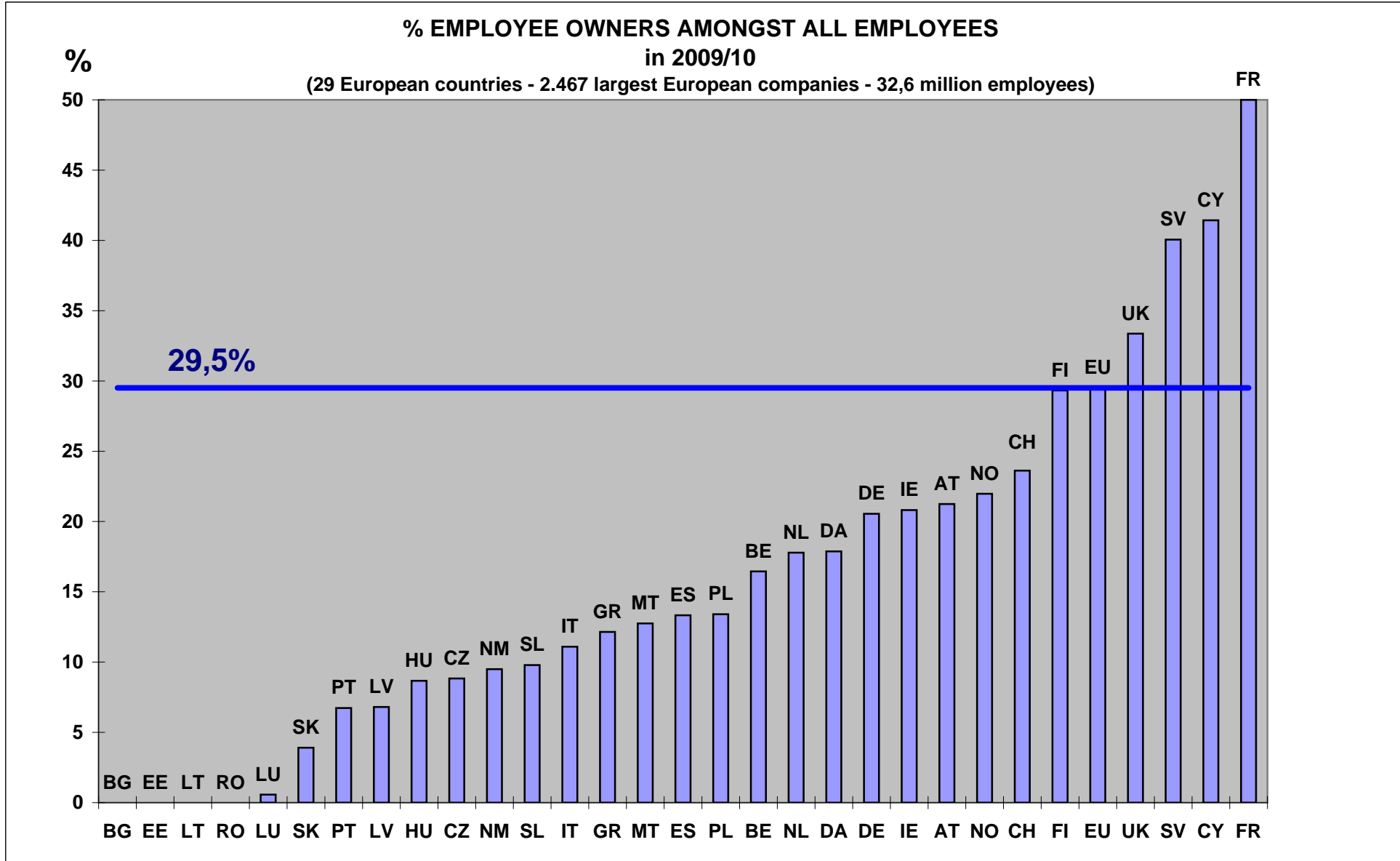
(29 European countries - 2.467 largest European companies - 32,6 million employees)



WHEN DID THEY LAUNCH THEIR FIRST EMPLOYEE SHARE PLANS ?
 (listed companies having employee share plans)

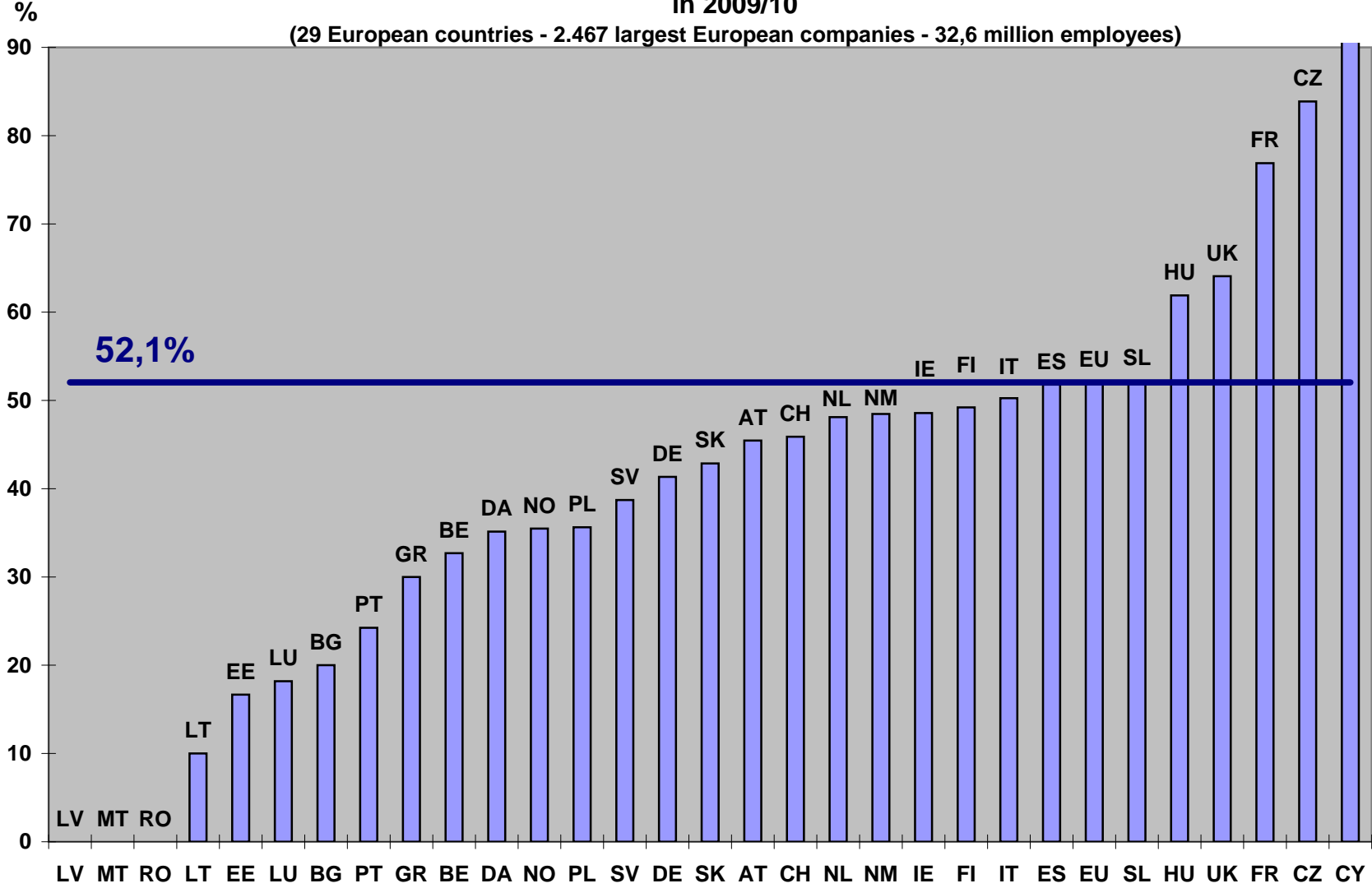
(29 European countries - 1.788 largest European companies having employee share plans - 30.1 million employees)





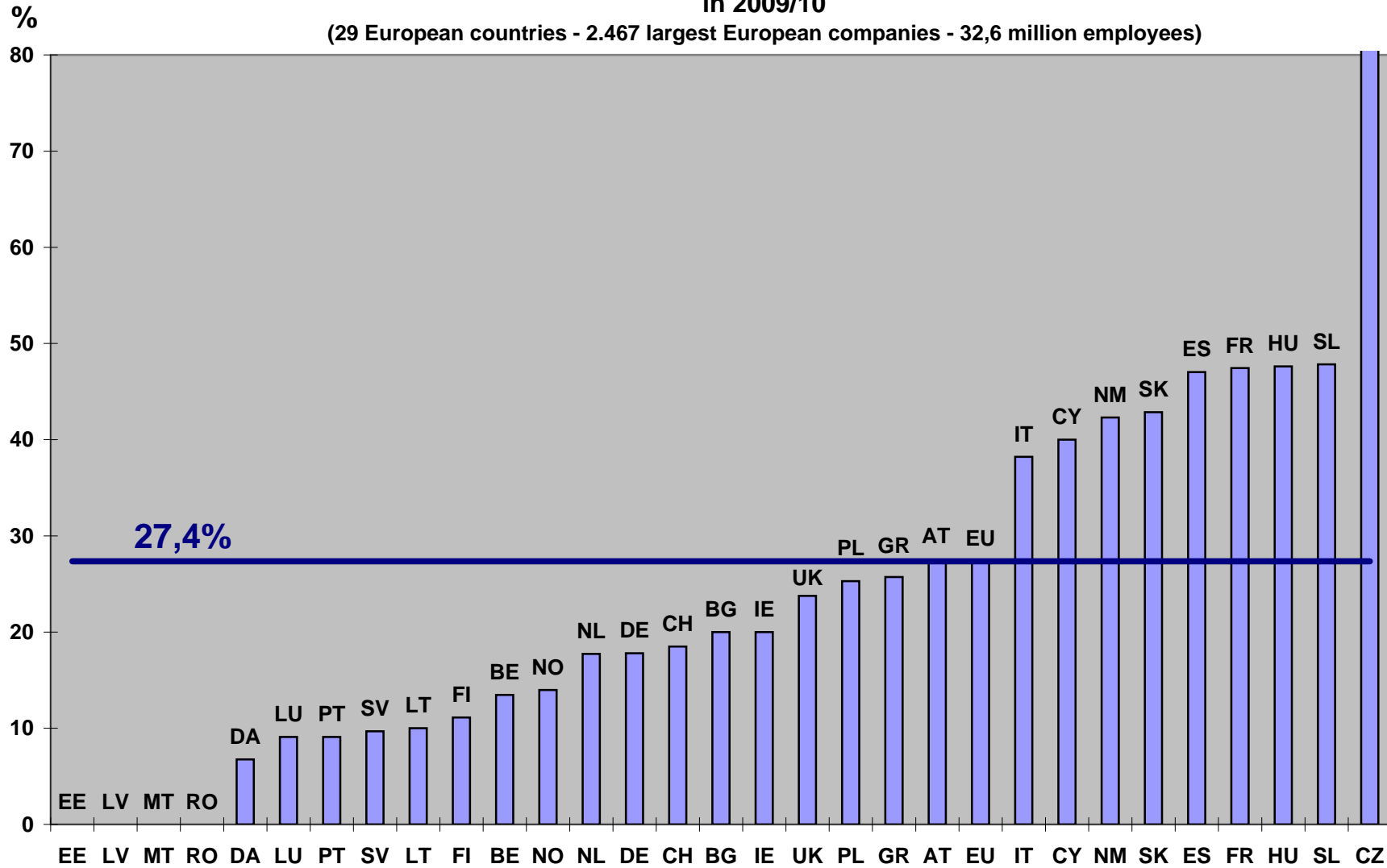
% EUROPEAN COMPANIES HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP (EO>1%) in 2009/10

(29 European countries - 2.467 largest European companies - 32,6 million employees)



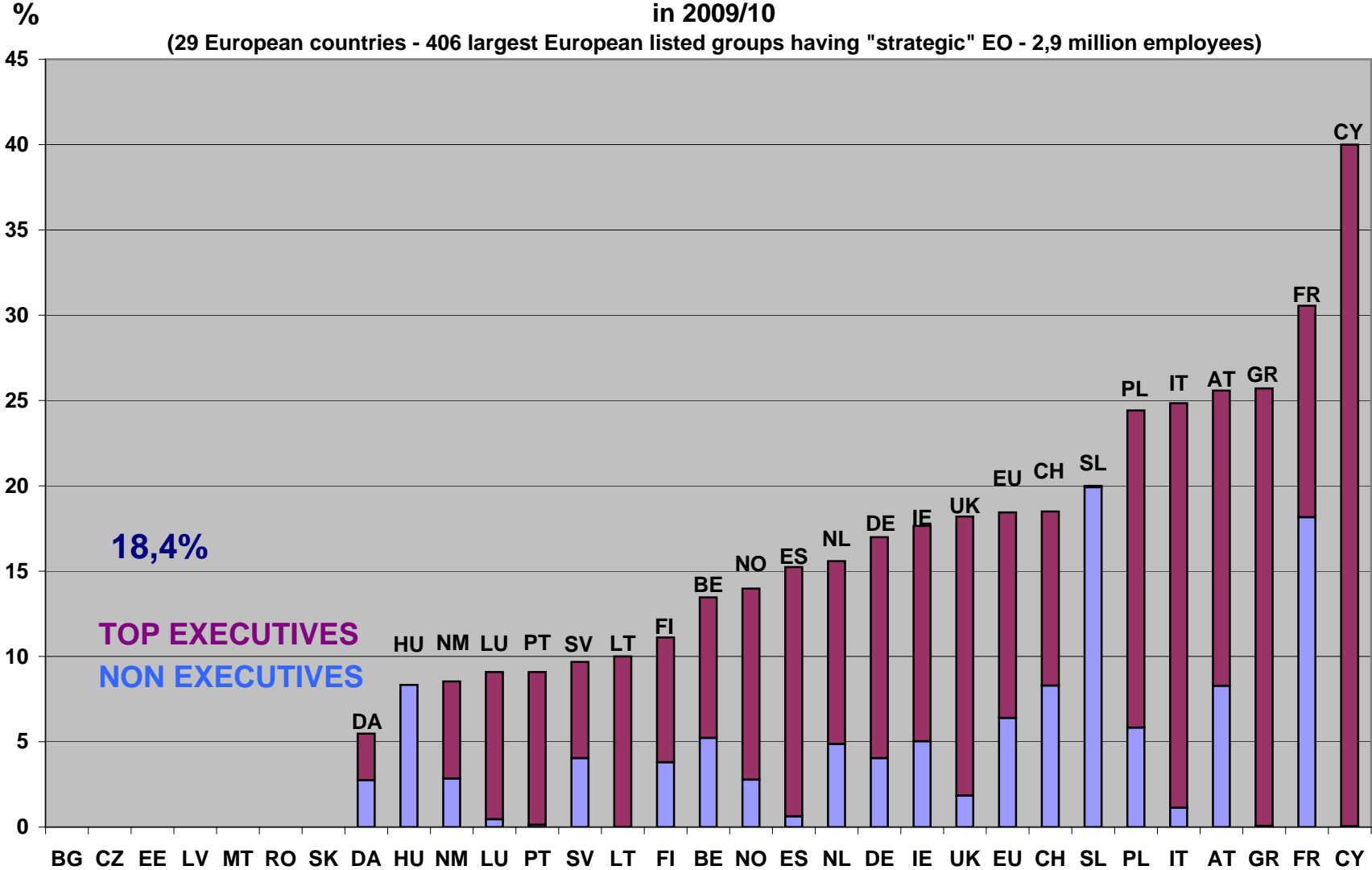
**% EUROPEAN GROUPS HAVING "STRATEGIC" EMPLOYEE OWNERSHIP (EO>6%)
in 2009/10**

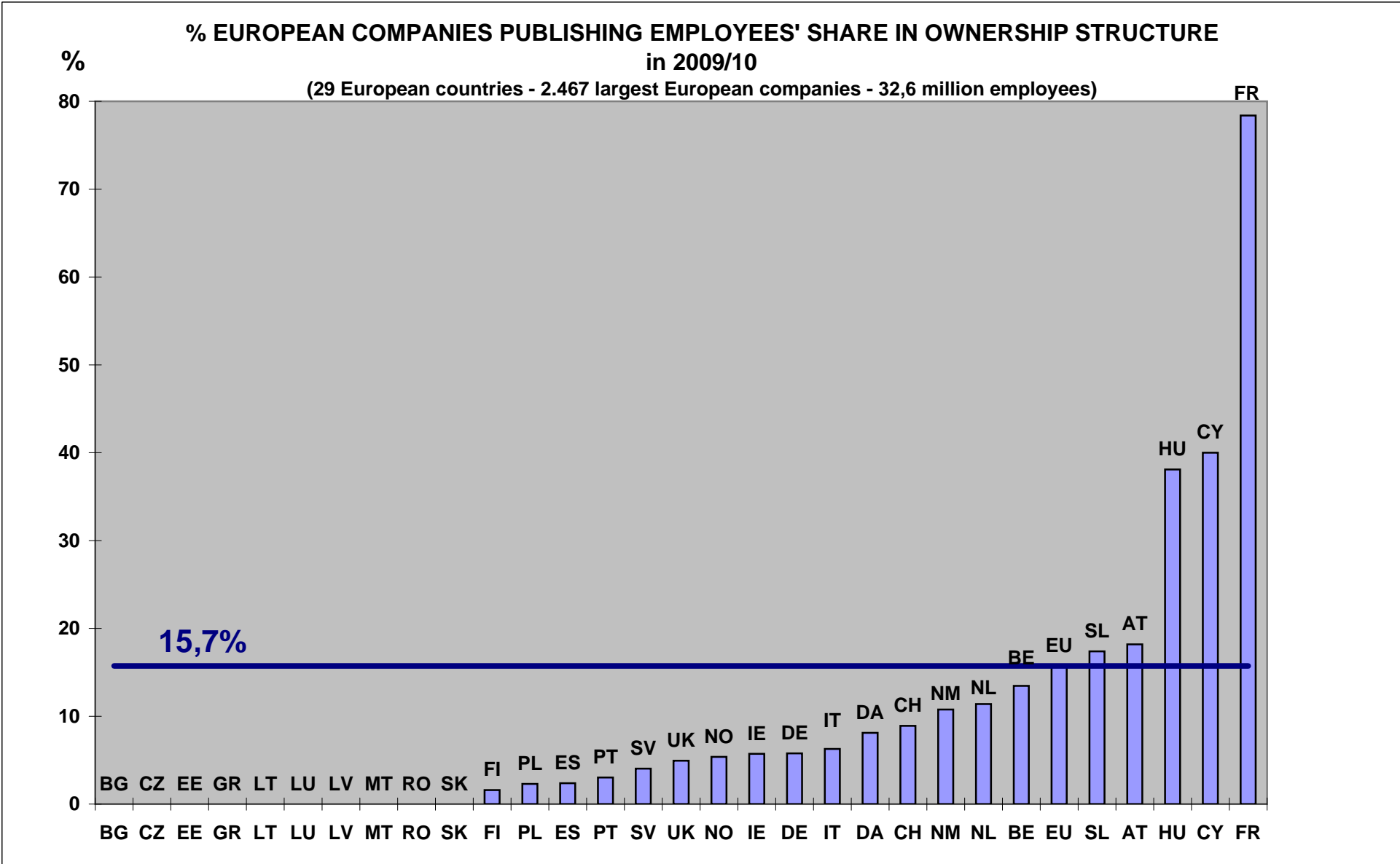
(29 European countries - 2.467 largest European companies - 32,6 million employees)



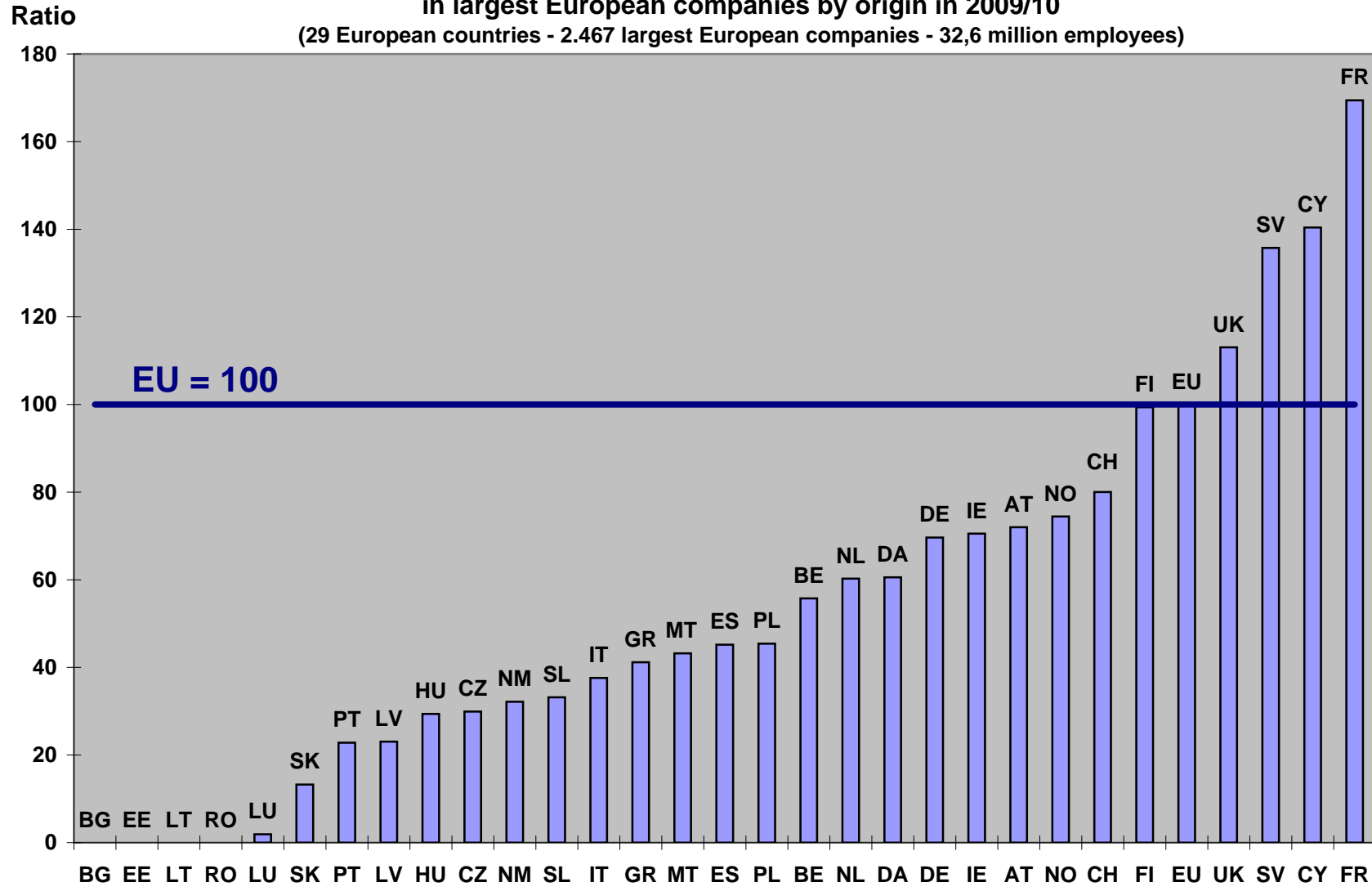
**% EUROPEAN LISTED GROUPS HAVING "STRATEGIC" EMPLOYEE OWNERSHIP (EO>6%)
 in 2009/10**

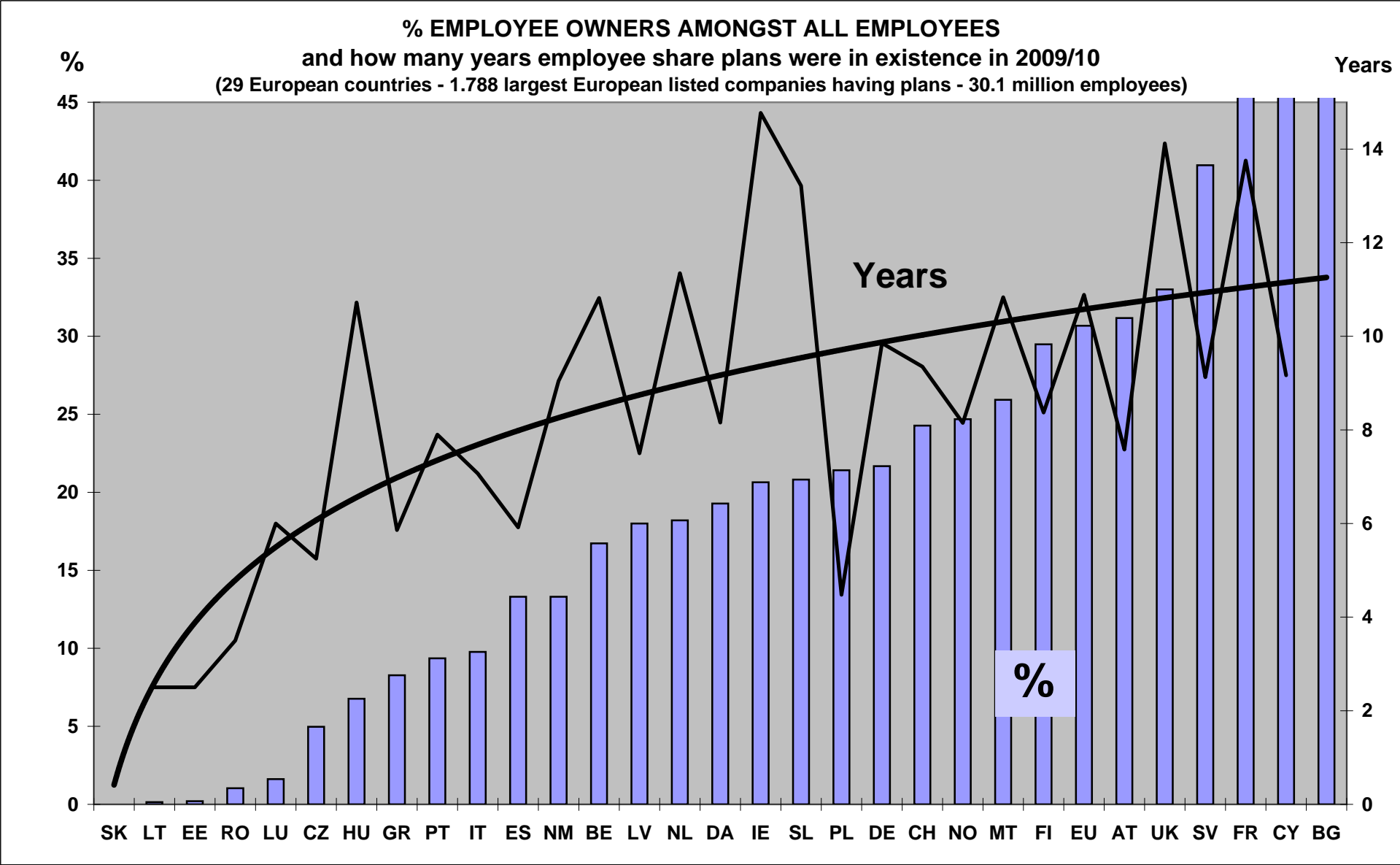
(29 European countries - 406 largest European listed groups having "strategic" EO - 2,9 million employees)





DEMOCRATIZATION RATIO OF EMPLOYEE OWNERSHIP
in largest European companies by origin in 2009/10
(29 European countries - 2.467 largest European companies - 32,6 million employees)





EMPLOYEE OWNERS IN LARGEST EUROPEAN COMPANIES BY ORIGIN in 2009/10

(29 European countries - 2.467 largest European companies - 32,6 million employees)

Numbers

4.000.000

3.500.000

3.000.000

2.500.000

2.000.000

1.500.000

1.000.000

500.000

0

Europe: 9.6 million employee owners

EE LT RO LV LU SK BG MT CZ SL HU CY PT NM GR PL IE DA NO BE AT FI IT ES NL CH SV DE UK FR

FR

UK

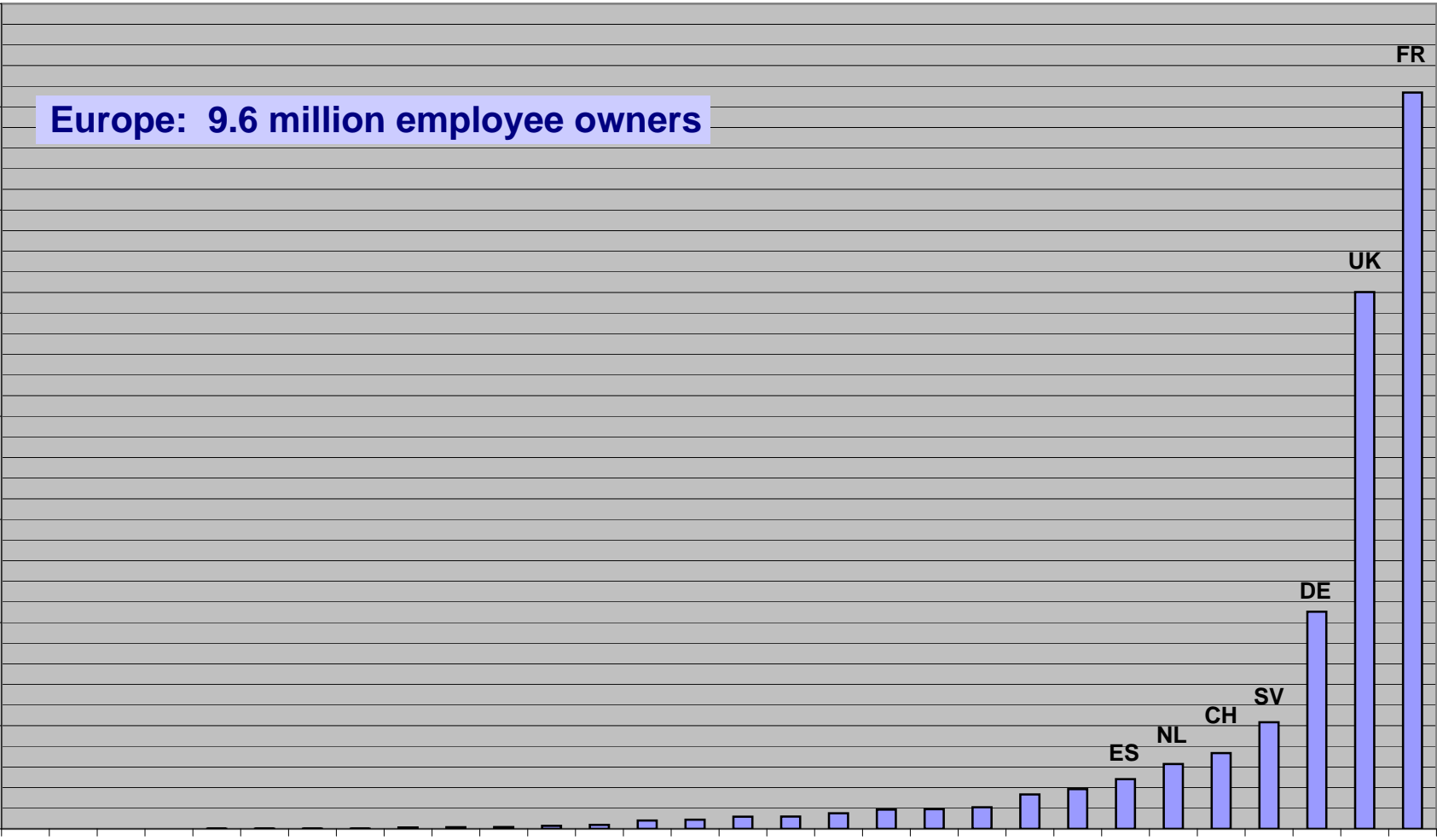
DE

SV

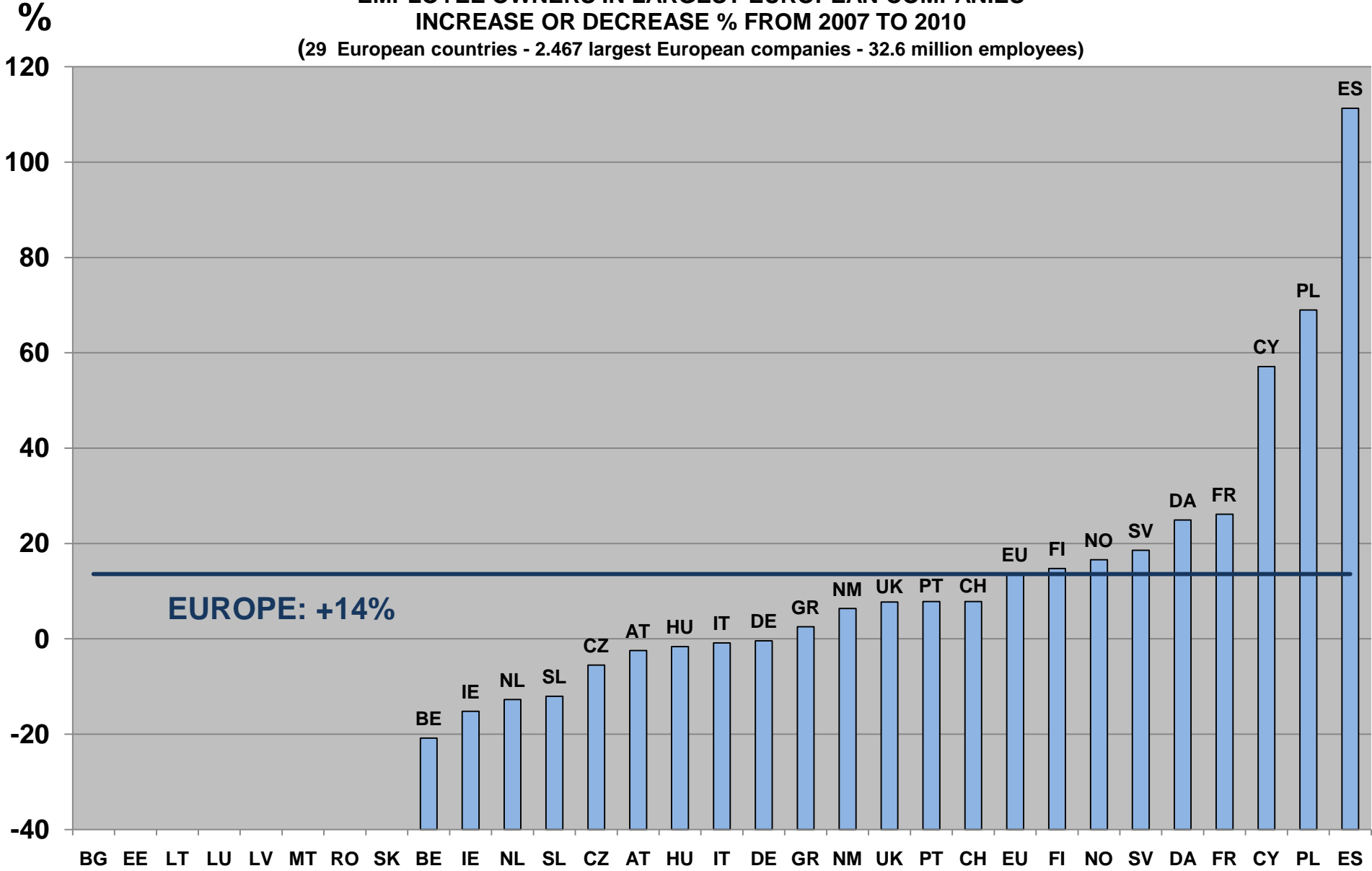
CH

NL

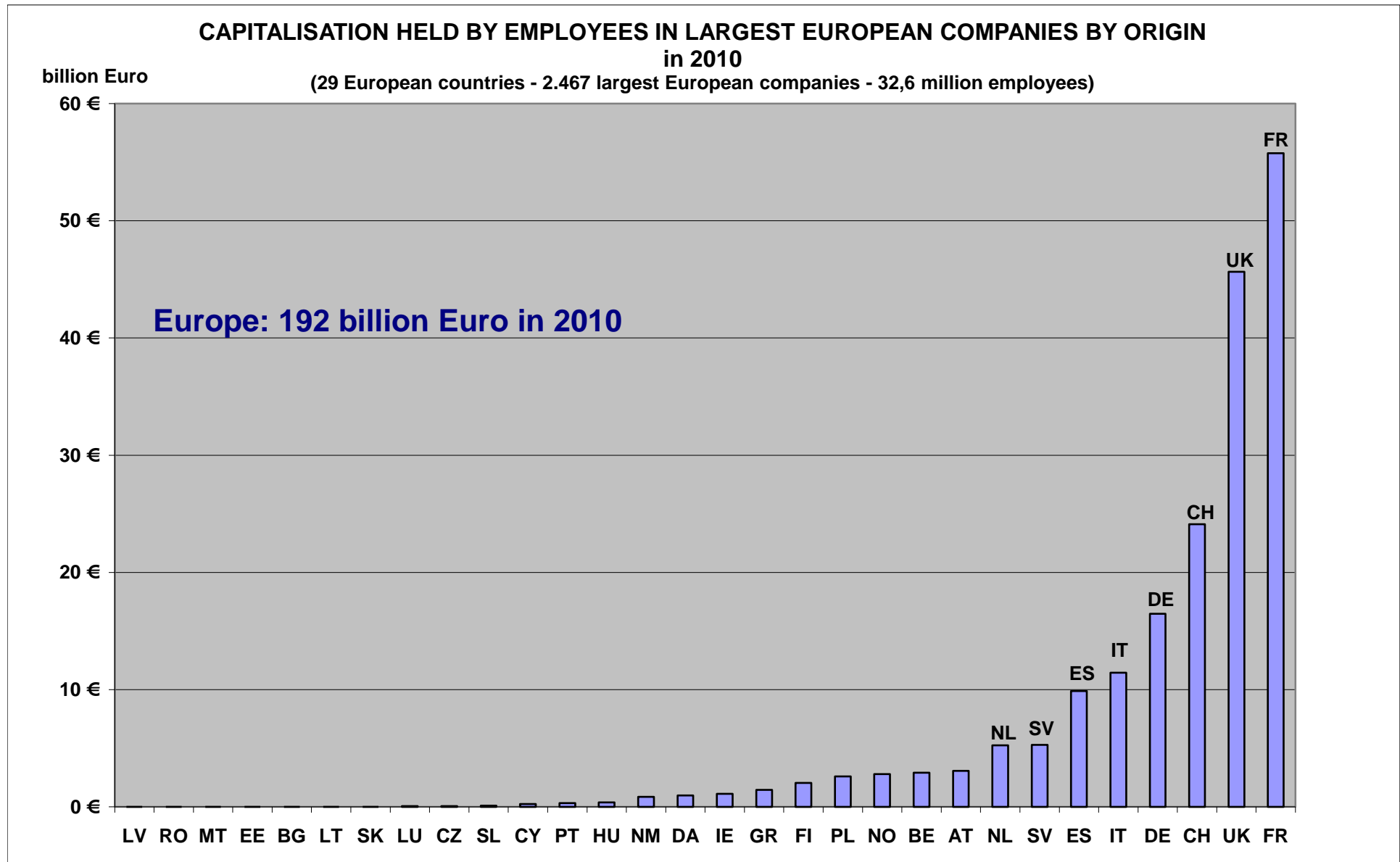
ES

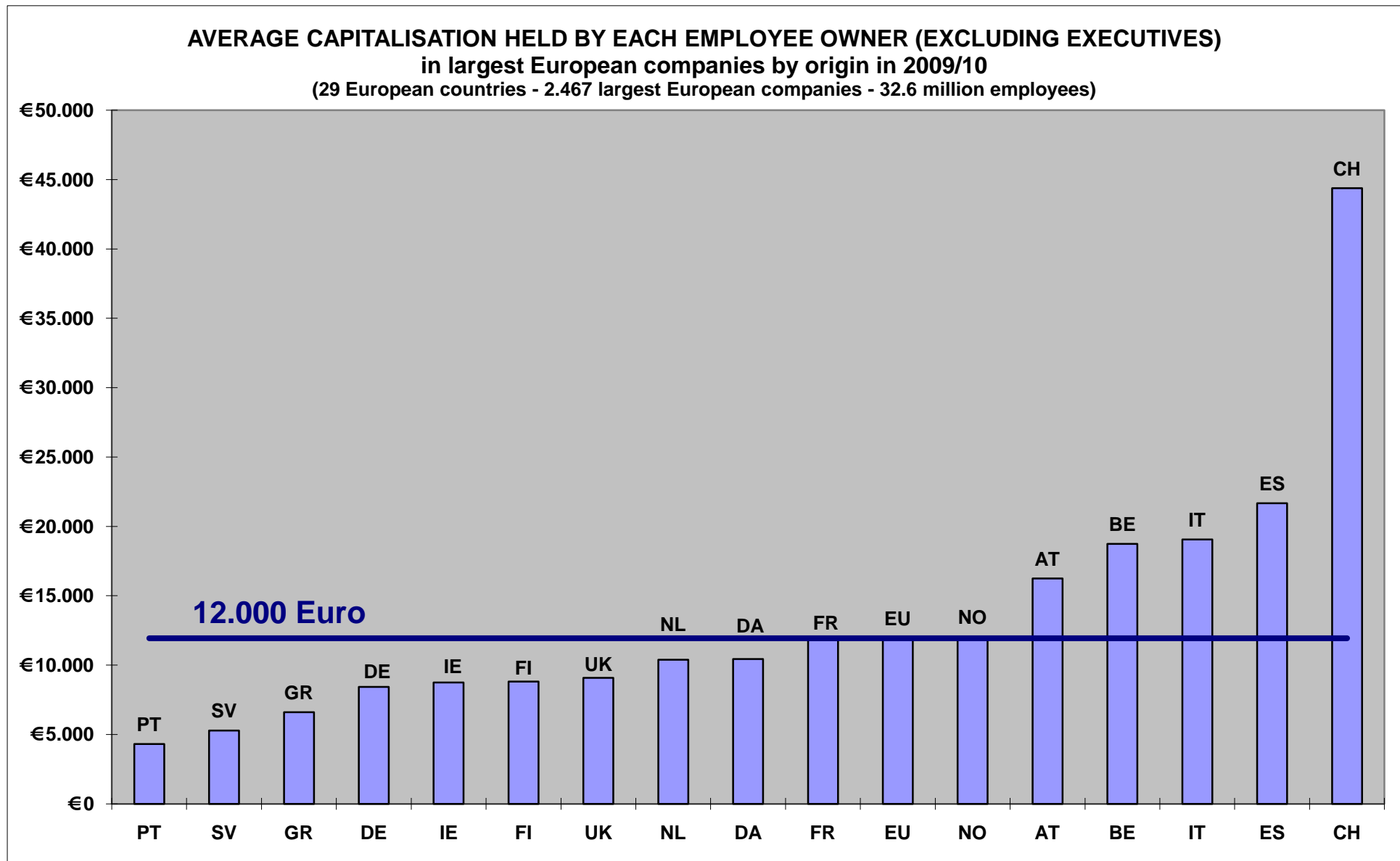


EMPLOYEE OWNERS IN LARGEST EUROPEAN COMPANIES INCREASE OR DECREASE % FROM 2007 TO 2010 (29 European countries - 2.467 largest European companies - 32.6 million employees)

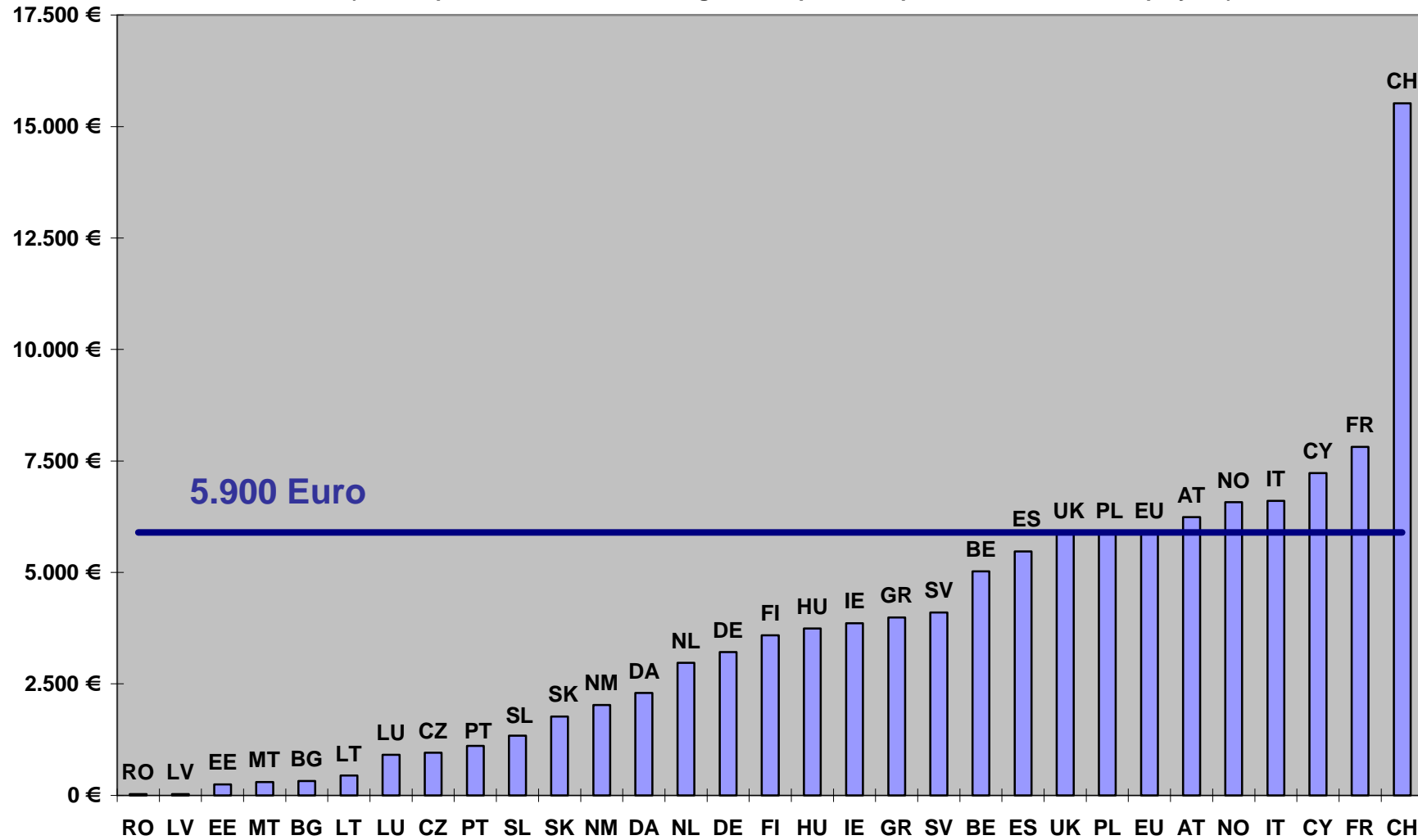


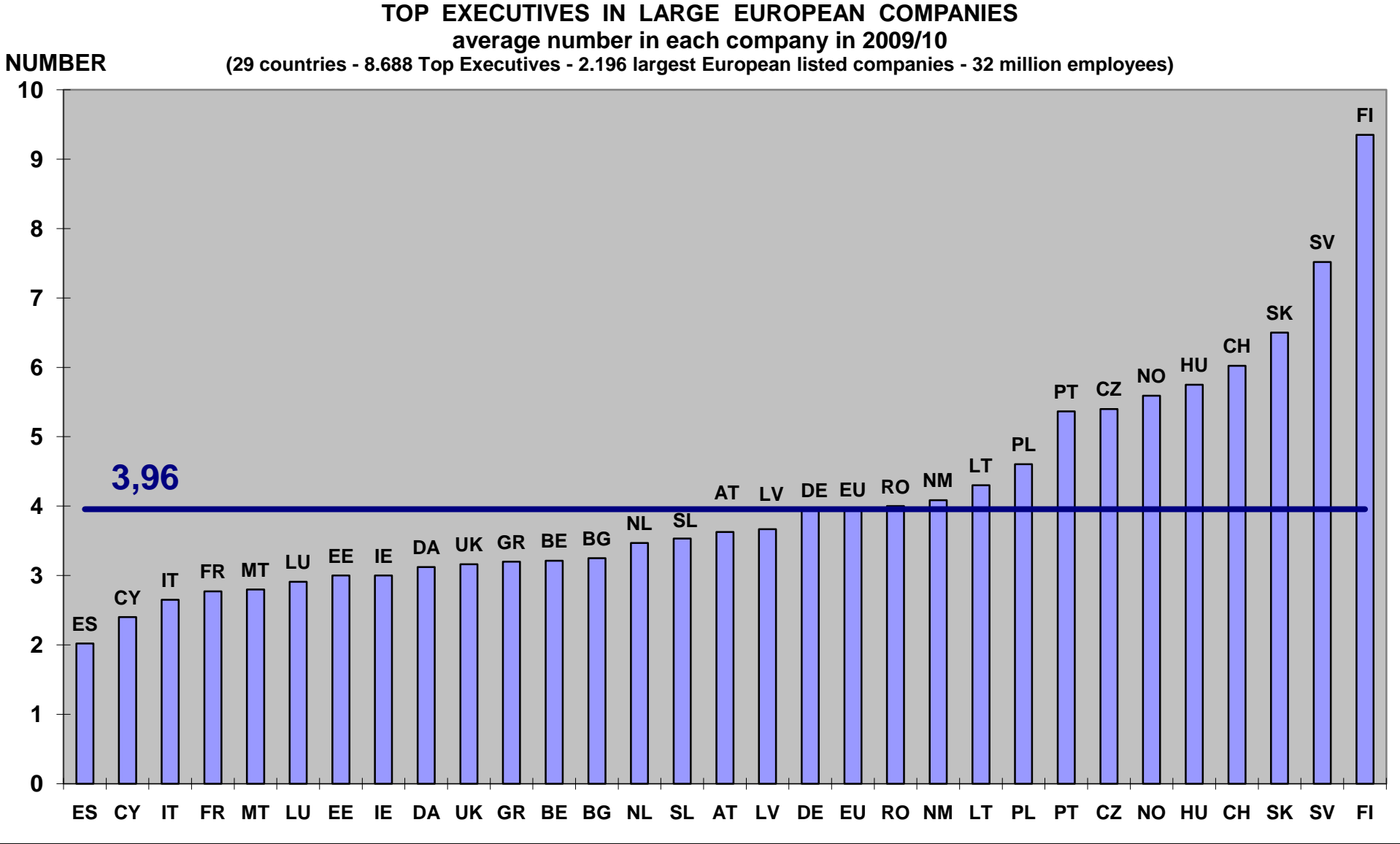
EMPLOYEE OWNERS IN LARGE EUROPEAN COMPANIES					
(29 countries - 2.467 largest European companies - 32.6 million employees)					
Countries	% variation	Employee owners	Employee owners	Employee owners	Employee owners
	from	number	number	number	number
	2007 to 2010	2010	2009	2008	2007
AT	-2,5%	104.567	103.812	107.294	107.208
BE	-20,8%	95.203	98.635	121.171	120.257
BG	ns	518	548	704	298
CH	7,8%	366.953	401.897	377.521	340.330
CY	57,1%	14.453	14.464	9.648	9.200
CZ	-5,5%	6.747	6.805	7.027	7.141
DA	24,9%	75.653	79.207	78.644	60.552
DE	-0,4%	1.052.804	1.029.276	1.017.279	1.057.358
EE	ns	11	11	11	20
ES	111,3%	240.787	282.439	173.726	113.962
FI	14,7%	166.512	167.091	165.939	145.113
FR	26,1%	3.569.159	3.151.973	3.073.694	2.829.950
GR	2,5%	44.411	46.626	47.712	43.307
HU	-1,6%	8.907	8.792	9.217	9.055
IE	-15,2%	59.591	75.526	75.104	70.261
IT	-0,9%	192.329	197.863	203.174	194.011
LT	ns	21	24	29	18
LU	ns	411	400	404	615
LV	ns	270	300	300	400
MT	ns	806	806	808	1.810
NL	-12,7%	314.520	324.749	338.243	360.474
NO	16,6%	93.565	90.189	83.742	80.236
PL	69,0%	59.198	60.160	2.636	35.030
PT	7,8%	19.373	19.561	17.562	17.968
RO	ns	75	32	8	13
SK	ns	490	498	834	834
SL	-12,0%	8.029	8.438	8.509	9.127
SV	18,6%	516.918	526.677	521.686	436.017
UK	7,7%	2.602.093	2.655.180	2.600.604	2.415.461
TOTAL 29 COUNTRIES	13,6%	9.614.373	9.351.979	9.043.231	8.466.026
12 NMS - PL	6,4%	40.326	40.718	37.095	37.916

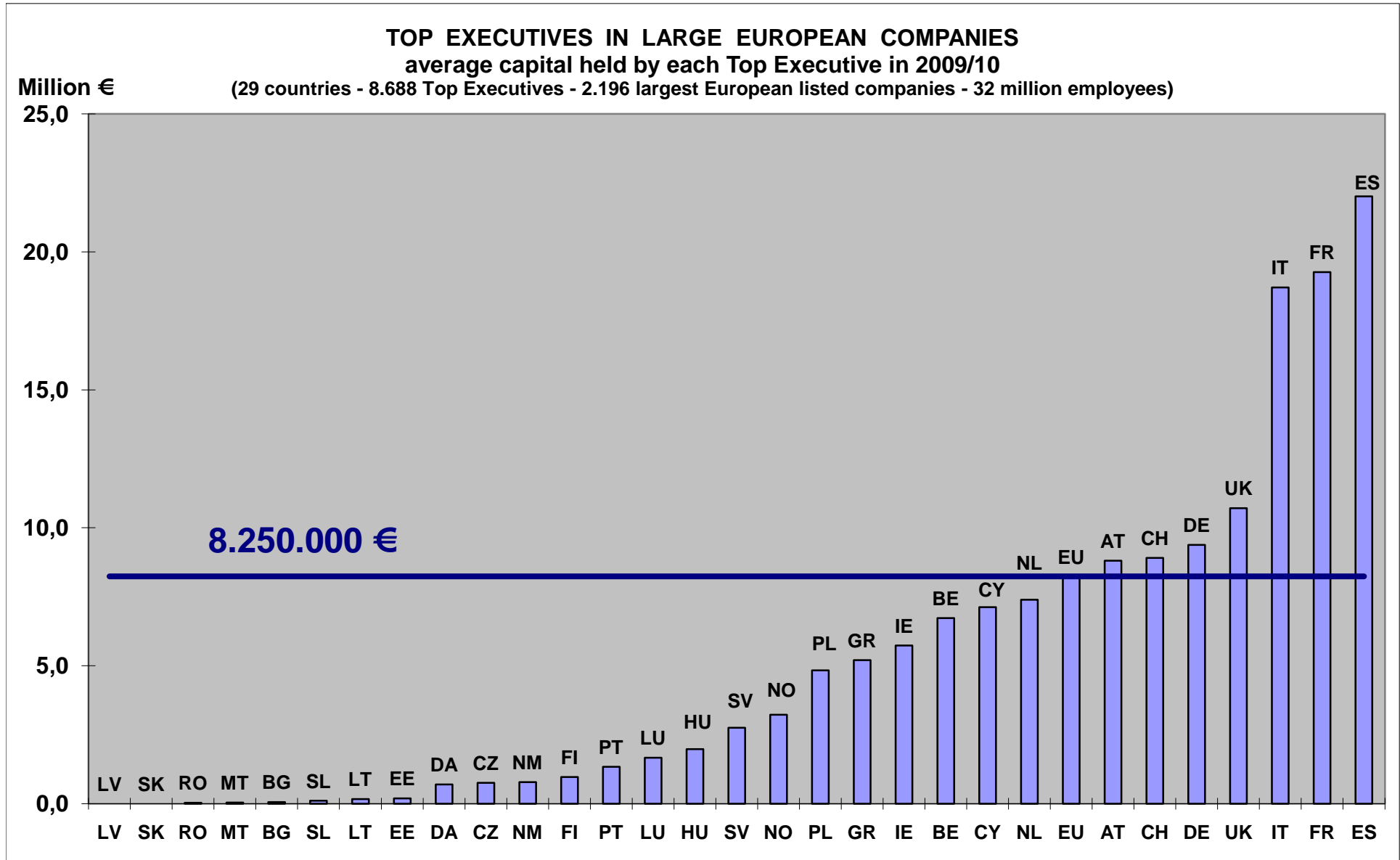




AVERAGE CAPITALISATION HELD BY EMPLOYEE
in largest European companies by origin in 2009/10
 (29 European countries - 2.467 largest European companies - 32,6 million employees)







		TOP EXECUTIVES AND OTHER EMPLOYEES IN LARGE EUROPEAN COMPANIES								
		LISTED COMPANIES IN 2010								
		TOP EXECUTIVES					COMMON EMPLOYEES			
Listed Companies	Number	Top Executives	Average in a company	Capital held by each Top Executive	Capital held by all	Share held by all	Employee shareholders	Capital held by each employee shareholder	Capital held by all	Share held by all
		Number	Number	€	billion €	in %	Number	€	billion €	in %
AT	43	156	3,63	8.802.164 €	1,4 €	1,99%	103.455	15.985 €	1,7 €	2,40%
BE	52	167	3,21	6.729.033 €	1,1 €	0,73%	95.203	18.740 €	1,8 €	1,16%
BG	8	26	3,25	60.906 €	0,0 €	0,14%	235	830 €	0,0 €	0,02%
CH	146	879	6,02	8.905.287 €	7,8 €	1,07%	366.953	44.384 €	16,3 €	2,22%
CY	5	12	2,40	7.125.645 €	0,1 €	2,07%	14.453	11.526 €	0,2 €	4,04%
CZ	5	27	5,40	751.681 €	0,0 €	0,06%	3.309	2.450 €	0,0 €	0,02%
DA	73	228	3,12	695.847 €	0,2 €	0,13%	75.259	10.168 €	0,8 €	0,62%
DE	206	811	3,94	9.376.980 €	7,6 €	0,89%	1.052.076	8.418 €	8,9 €	1,03%
EE	6	18	3,00	193.873 €	0,0 €	0,29%	11	0 €	0,0 €	0,00%
ES	105	212	2,02	22.007.104 €	4,7 €	1,08%	192.214	5.745 €	1,1 €	0,26%
FI	63	589	9,35	967.876 €	0,6 €	0,43%	166.512	8.807 €	1,5 €	1,11%
FR	252	698	2,77	19.266.755 €	13,4 €	1,19%	3.426.609	11.614 €	39,8 €	3,52%
GR	70	224	3,20	5.202.657 €	1,2 €	2,15%	44.411	6.599 €	0,3 €	0,54%
HU	12	69	5,75	1.976.255 €	0,1 €	0,64%	6.384	26.117 €	0,2 €	0,79%
IE	34	102	3,00	5.733.663 €	0,6 €	1,27%	57.758	6.911 €	0,4 €	0,87%
IT	157	416	2,65	18.711.747 €	7,8 €	2,00%	137.365	7.469 €	1,0 €	0,26%
LT	10	43	4,30	164.592 €	0,0 €	0,29%	21	9 €	0,0 €	0,00%
LU	11	32	2,91	1.668.322 €	0,1 €	0,15%	411	29.896 €	0,0 €	0,03%
LV	3	11	3,67	0 €	0,0 €	0,00%	270	421 €	0,0 €	0,02%
MT	5	14	2,80	39.726 €	0,0 €	0,02%	806	1.648 €	0,0 €	0,06%
NL	77	267	3,47	7.389.741 €	2,0 €	0,66%	313.895	10.388 €	3,3 €	1,09%
NO	93	520	5,59	3.220.656 €	1,7 €	0,96%	93.565	12.030 €	1,1 €	0,64%
PL	86	396	4,60	4.833.569 €	1,9 €	2,10%	59.027	11.184 €	0,7 €	0,72%
PT	33	177	5,36	1.332.669 €	0,2 €	0,41%	19.373	4.308 €	0,1 €	0,14%
RO	9	36	4,00	35.787 €	0,0 €	0,02%	75	3.128 €	0,0 €	0,00%
SK	4	26	6,50	0 €	0,0 €	0,00%	0	0 €	0,0 €	0,00%
SL	15	53	3,53	107.950 €	0,0 €	0,09%	5.545	8.077 €	0,0 €	0,67%
SV	124	932	7,52	2.748.747 €	2,6 €	0,83%	516.918	5.279 €	2,7 €	0,88%
UK	489	1.547	3,16	10.713.403 €	16,6 €	0,88%	2.496.846	7.225 €	18,0 €	0,96%
29 COUNTRIES	2.196	8.688	3,96	8.236.030 €	71,6 €	1,02%	9.248.959	10.783 €	99,7 €	1,42%
12 NMS - PL	82	335	4,09	781.735 €	0,3 €	0,32%	31.108	12.475 €	0,4 €	0,47%

METHODOLOGY

This survey was made possible thanks to the database which gathers all detailed information about employee ownership and employee share plans in each of all largest European companies.

The first idea for such a database was tested in 2005. Then, a comprehensive database was set up in 2006, thanks to the support of the European Commission – DG Employment and Social Affairs and a first presentation was made during the Sixth European Meeting of Employee Ownership in December 2006. Finally, the database was fully completed and updated for years 2007, 2008, 2009 and 2010.

From time to time within the last 20 years, some European reports gave information about employee ownership and its development across Europe. The most important reports were: PEPPER I Report in year 1991, PEPPER II Report in year 1996 and a Report named "Recent trends in employee financial participation in the European Union" by Professor Erik Poutsma in 2001. At this time, these reports were practically the only source of information regarding the extent of employee ownership in the European Union.

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

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

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

For this reason the EFES established this new database and this survey. It is based on information pertaining to each of all the large European companies – which also means similar information for each of all European countries (in fact, at this stage, all 27 countries of the European countries, plus Norway and Switzerland).

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

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

For the 2010 Survey, we limit ourselves to a selection of 2.467 largest European companies or "groups".

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

This selection of 2.467 European groups includes:

- All listed groups whose market capitalisation was 200 million Euro and more in May 2006, 2007, 2008, 2009 or 2010. It means that the survey involves all the largest European groups, without any exception.

- Non-listed groups whose employees own 50% or more of the company, when employing 100 persons and more. We can assume that most of such non-listed European groups are included in our selection. However, this could not be considered as an exhaustive list. It is obvious that information is much more accurate and more available for listed companies than for non-listed ones. Such non-listed groups are mostly workers' cooperatives.

In 2010, 2.196 listed companies belong to the survey, together with 271 non-listed companies. Altogether, they employ 32.6 million people, not far from 30% of all European employees.

Non-listed companies are mainly 172 workers' cooperatives. Only four countries have a significant number of large workers' cooperatives: the Czech Republic, France, Italy and Spain.

Annual Reports are a good source of information about employee share ownership in large European companies, particularly listed ones. International Financial Reporting Standards are more and more effective and the quality of information is increasing.

Most large European companies divulge good information or even full detailed information regarding top executives: Individual remuneration, shareholdings, share grants, stock options granted or exercised, etc.

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

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
1	Company	Name, website	2009/10
2	Listed / Non listed	L/NL	2009/10
3	Country	Name	2009/10
4	Branche	Name	2009/10
YEAR 2009/10			
5	Market capitalisation on May 15, 2010	Million Euro	2009/10
6	Employees	Number	2009/10
7	Shares (allotted, called up and fully paid - own shares deducted)	Number	2009/10
8	Employee share plans: Year by year description of plans, beneficiaries, numbers and conditions	Description	2009/10
9	Employee shareholders (employee owners)	Number	2009/10
10	Date of first employee share plan	Year	2009/10
11	New employee share plan in current year?	Y/N	2009/10
12	Number of shares held by employees published by company?	Y/N	2009/10
13	Employee Stock Options?	Y/N	2009/10
14	Employee broad based share plans?	Y/N	2009/10
15	Employee (share) ownership in some extent?	Y/N	2009/10
16	Employee share plans?	Y/N	2009/10
17	Shares held by Executive Directors	Number	2009/10
18	Shares held by employees	Number	2009/10
19	Options exercised by Executive Directors	Number	2009/10
20	Options exercised by employees	Number	2009/10
21	Shares grants vested - Executive Directors	Number	2009/10
22	Shares grants vested - employees	Number	2009/10
23	Employee share purchases	Number	2009/10
24	Share held by employees in ownership structure	%	2009/10
25	Capitalisation held by employees	Million Euro	2009/10
26	Capitalisation held by Executive Directors	Million Euro	2009/10
YEAR 2008/9			
27	Market capitalisation on May 15, 2009	Million Euro	2008/9
28	Employees	Number	2008/9
29	Shares (allotted, called up and fully paid - own shares deducted)	Number	2008/9
30	Employee shareholders (employee owners)	Number	2008/9
31	New employee share plan in current year?	Y/N	2008/9
32	Number of shares held by employees published by company?	Y/N	2008/9
33	Employee Stock Options?	Y/N	2008/9
34	Employee broad based share plans?	Y/N	2008/9

Table of data on employee ownership in large European companies

Data	Description	Unit	Year
35	Employee (share) ownership in some extent?	Y/N	2008/9
36	Employee share plans?	Y/N	2008/9
37	Shares held by Executive Directors	Number	2008/9
38	Shares held by employees	Number	2008/9
39	Options exercised by Executive Directors	Number	2008/9
40	Options exercised by employees	Number	2008/9
41	Shares grants vested - Executive Directors	Number	2008/9
42	Shares grants vested - employees	Number	2008/9
43	Employee share purchases	Number	2008/9
44	Share held by employees in ownership structure	%	2008/9
45	Capitalisation held by employees	Million Euro	2008/9
46	Capitalisation held by Executive Directors	Million Euro	2008/9
YEAR 2007/8			
47	Market capitalisation on May 15, 2008	Million Euro	2007/8
48	Employees	Number	2007/8
49	Shares (allotted, called up and fully paid - own shares deducted)	Number	2007/8
50	Employee shareholders (employee owners)	Number	2007/8
51	New employee share plan in current year?	Y/N	2007/8
52	Number of shares held by employees published by company?	Y/N	2007/8
53	Employee Stock Options?	Y/N	2007/8
54	Employee broad based share plans?	Y/N	2007/8
55	Employee (share) ownership in some extent?	Y/N	2007/8
56	Employee share plans?	Y/N	2007/8
57	Shares held by Executive Directors	Number	2007/8
58	Shares held by employees	Number	2007/8
59	Options exercised by Executive Directors	Number	2007/8
60	Options exercised by employees	Number	2007/8
61	Shares grants vested - Executive Directors	Number	2007/8
62	Shares grants vested - employees	Number	2007/8
63	Employee share purchases	Number	2007/8
64	Share held by employees in ownership structure	%	2007/8
65	Capitalisation held by employees	Million Euro	2007/8
66	Capitalisation held by Executive Directors	Million Euro	2007/8
YEAR 2006/7			
67	Market capitalisation on May 15, 2007	Million Euro	2006/7
68	Employees	Number	2006/7

Table of data on employee ownership in large European companies

Data	Description	Unit	Year
69	Shares (allotted, called up and fully paid - own shares deducted)	Number	2006/7
70	Employee shareholders (employee owners)	Number	2006/7
71	New employee share plan in current year?	Y/N	2006/7
72	Number of shares held by employees published by company?	Y/N	2006/7
73	Employee Stock Options?	Y/N	2006/7
74	Employee broad based share plans?	Y/N	2006/7
75	Employee (share) ownership in some extent?	Y/N	2006/7
76	Employee share plans?	Y/N	2006/7
77	Shares held by Executive Directors	Number	2006/7
78	Shares held by employees	Number	2006/7
79	Options exercised by Executive Directors	Number	2006/7
80	Options exercised by employees	Number	2006/7
81	Shares grants vested - Executive Directors	Number	2006/7
82	Shares grants vested - employees	Number	2006/7
83	Employee share purchases	Number	2006/7
84	Share held by employees in ownership structure	%	2006/7
85	Capitalisation held by employees	Million Euro	2006/7
86	Capitalisation held by Executive Directors	Million Euro	2006/7
YEAR 2005/6			
87	Market capitalisation on May 15, 2006	Million Euro	2005/6
88	Employees	Number	2005/6
89	Shares (allotted, called up and fully paid - own shares deducted)	Number	2005/6
90	Number of shares held by employees published by company?	Y/N	2005/6
91	Employee Stock Options?	Y/N	2005/6
92	Employee broad based share plans?	Y/N	2005/6
93	Employee (share) ownership in some extent?	Y/N	2005/6
94	Employee share plans?	Y/N	2005/6
95	Shares held by Executive Directors	Number	2005/6
96	Shares held by employees	Number	2005/6
97	Options exercised by Executive Directors	Number	2005/6
98	Options exercised by employees	Number	2005/6
99	Shares grants vested - Executive Directors	Number	2005/6
100	Shares grants vested - employees	Number	2005/6
101	Employee share purchases	Number	2005/6
102	Share held by employees in ownership structure	%	2005/6
103	Capitalisation held by employees	Million Euro	2005/6

Table of data on employee ownership in large European companies			
Data	Description	Unit	Year
	UP TO YEAR 2004/5		
104	Options exercised by Executive Directors	Number	Year by year
105	Options exercised by employees	Number	Year by year
106	Shares grants vested - Executive Directors	Number	Year by year
107	Shares grants vested - employees	Number	Year by year
108	Employee share purchases	Number	Year by year

Table of data on employee ownership in European countries

Data	Description	Unit	Year
ALL Companies, YEAR 2009/10			
1	Companies numbers	Numbers	2009/10
2	Capitalisation: Variation in % from 2008/9 to 2009/10	% variation	2009/10
3	Capitalisation held by employees: Variation in % from 2008/9 to 2009/10	% variation	2009/10
4	Employees numbers: Variation in % from 2008/9 to 2009/10	% variation	2009/10
5	Average capitalisation held by employee: Variation in % from 2008/9 to 2009/10	% variation	2009/10
6	% Companies having launched new employee share plans in 2009/10	% all Companies	2009/10
7	Capitalisation in May 2010	Million Euro	2009/10
8	% Companies having published employees' share in ownership structure in 2009/10	% all Companies	2009/10
9	% Companies having stock options in 2009/10	% all Companies	2009/10
10	% Companies having broad-based employee share plans in 2009/10	% all Companies	2009/10
11	% Companies having employee ownership in 2009/10	% all Companies	2009/10
12	% Companies having employee share plans in 2009/10	% all Companies	2009/10
13	% Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% all Companies	2009/10
14	% Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	% all Companies	2009/10
15	% Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% all Companies	2009/10
16	% Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% all Companies	2009/10
17	Companies having published employees' share in ownership structure in 2009/10	Numbers (all Companies)	2009/10
18	Companies having stock options in 2009/10	Numbers (all Companies)	2009/10
19	Companies having broad-based employee share plans in 2009/10	Numbers (all Companies)	2009/10
20	Companies having employee ownership in 2009/10	Numbers (all Companies)	2009/10
21	Companies having employee share plans in 2009/10	Numbers (all Companies)	2009/10
22	Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (all Companies)	2009/10
23	Companies having EO>6% in ownership structure in 2009/10 ("strategic ownership")	Numbers (all Companies)	2009/10
24	Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (all Companies)	2009/10
25	Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (all Companies)	2009/10
26	Employees numbers in 2009/10	Numbers	2009/10
27	Employee owners numbers in 2009/10	Numbers	2009/10
28	Employee owners in % of employees in 2009/10	%	2009/10
29	Democratization ratio of employee ownership in 2009/10	Numbers	2009/10
30	Wealth concentration ratio of employee ownership in 2009/10	Numbers	2009/10
31	Employees' share in ownership structure in 2009/10 (EO)	%	2009/10
32	Capitalisation held by employees in 2009/10	Million Euro	2009/10
33	Executive employees' share in ownership structure in 2009/10 (EXEC)	%	2009/10
34	Capitalisation held by Executive employees in 2009/10	Million Euro	2009/10
35	Executives share in capitalisation held by employees in 2009/10 (EXEC/EO)	%	2009/10
36	Capitalisation held by non-executive employees in 2009/10 (NonEXEC)	Million Euro	2009/10
37	Non-Executive employees' share in ownership structure in 2009/10 (NonEXEC)	%	2009/10
38	Date of first employee share plan	Year	2009/10
39	Companies having launched new employee share plans in 2009/10	Numbers (all Companies)	2009/10
40	Date of first employee share plan (listed Companies only)	Year	2009/10
41	Average capitalisation held by employee in 2009/10	Euro	2009/10
42	Average capitalisation held by each employee owner in 2009/10	Euro	2009/10
43	Average capitalisation held by each non-executive employee owner in 2009/10	Euro	2009/10
ALL Companies, YEAR 2008/9			
44	Capitalisation: Variation in % from 2007/8 to 2008/9	% variation	2008/9
45	Capitalisation held by employees: Variation in % from 2007/8 to 2008/9	% variation	2008/9
46	Employees numbers: Variation in % from 2007/8 to 2008/9	% variation	2008/9
47	Average capitalisation held by employee: Variation in % from 2007/8 to 2008/9	% variation	2008/9

Table of data on employee ownership in European countries

Data	Description	Unit	Year
48	% Companies having launched new employee share plans in 2008/9	% all Companies	2008/9
49	Capitalisation in May 2009	Million Euro	2008/9
50	% Companies having published employees' share in ownership structure in 2008/9	% all Companies	2008/9
51	% Companies having stock options in 2008/9	% all Companies	2008/9
52	% Companies having broad-based employee share plans in 2008/9	% all Companies	2008/9
53	% Companies having employee ownership in 2008/9	% all Companies	2008/9
54	% Companies having employee share plans in 2008/9	% all Companies	2008/9
55	% Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% all Companies	2008/9
56	% Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	% all Companies	2008/9
57	% Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% all Companies	2008/9
58	% Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% all Companies	2008/9
59	Companies having published employees' share in ownership structure in 2008/9	Numbers (all Companies)	2008/9
60	Companies having stock options in 2008/9	Numbers (all Companies)	2008/9
61	Companies having broad-based employee share plans in 2008/9	Numbers (all Companies)	2008/9
62	Companies having employee ownership in 2008/9	Numbers (all Companies)	2008/9
63	Companies having employee share plans in 2008/9	Numbers (all Companies)	2008/9
64	Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (all Companies)	2008/9
65	Companies having EO>6% in ownership structure in 2008/9 ("strategic ownership")	Numbers (all Companies)	2008/9
66	Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (all Companies)	2008/9
67	Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (all Companies)	2008/9
68	Employees numbers in 2008/9	Numbers	2008/9
69	Employee owners numbers in 2008/9	Numbers	2008/9
70	Employee owners in % of employees in 2008/9	%	2008/9
71	Democratization ratio of employee ownership in 2008/9	Numbers	2008/9
72	Wealth concentration ratio of employee ownership in 2008/9	Numbers	2008/9
73	Employees' share in ownership structure in 2008/9 (EO)	%	2008/9
74	Capitalisation held by employees in 2008/9	Million Euro	2008/9
75	Executive employees' share in ownership structure in 2008/9 (EXEC)	%	2008/9
76	Capitalisation held by Executive employees in 2008/9	Million Euro	2008/9
77	Executives share in capitalisation held by employees in 2008/9 (EXEC/EO)	%	2008/9
78	Capitalisation held by non-executive employees in 2008/9 (NonEXEC)	Million Euro	2008/9
79	Non-Executive employees' share in ownership structure in 2008/9 (NonEXEC)	%	2008/9
80	Companies having launched new employee share plans in 2008/9	Numbers (all Companies)	2008/9
81	Average capitalisation held by employee in 2008/9	Euro	2008/9
82	Average capitalisation held by each employee owner in 2008/9	Euro	2008/9
83	Average capitalisation held by each non-executive employee owner in 2008/9	Euro	2008/9
ALL Companies, YEAR 2007/8			
84	Capitalisation: Variation in % from 2006/7 to 2007/8	% variation	2007/8
85	Capitalisation held by employees: Variation in % from 2006/7 to 2007/8	% variation	2007/8
86	Employees numbers: Variation in % from 2006/7 to 2007/8	% variation	2007/8
87	Average capitalisation held by employee: Variation in % from 2006/7 to 2007/8	% variation	2007/8
88	% Companies having launched new employee share plans in 2007/8	% all Companies	2007/8
89	Capitalisation in May 2008	Million Euro	2007/8
90	% Companies having published employees' share in ownership structure in 2007/8	% all Companies	2007/8
91	% Companies having stock options in 2007/8	% all Companies	2007/8
92	% Companies having broad-based employee share plans in 2007/8	% all Companies	2007/8
93	% Companies having employee ownership in 2007/8	% all Companies	2007/8
94	% Companies having employee share plans in 2007/8	% all Companies	2007/8
95	% Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% all Companies	2007/8

Table of data on employee ownership in European countries

Data	Description	Unit	Year
96	% Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	% all Companies	2007/8
97	% Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% all Companies	2007/8
98	% Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% all Companies	2007/8
99	Companies having published employees' share in ownership structure in 2007/8	Numbers (all Companies)	2007/8
100	Companies having stock options in 2007/8	Numbers (all Companies)	2007/8
101	Companies having broad-based employee share plans in 2007/8	Numbers (all Companies)	2007/8
102	Companies having employee ownership in 2007/8	Numbers (all Companies)	2007/8
103	Companies having employee share plans in 2007/8	Numbers (all Companies)	2007/8
104	Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (all Companies)	2007/8
105	Companies having EO>6% in ownership structure in 2007/8 ("strategic ownership")	Numbers (all Companies)	2007/8
106	Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (all Companies)	2007/8
107	Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (all Companies)	2007/8
108	Employees numbers in 2007/8	Numbers	2007/8
109	Employee owners numbers in 2007/8	Numbers	2007/8
110	Employee owners in % of employees in 2007/8	%	2007/8
111	Democratization ratio of employee ownership in 2007/8	Numbers	2007/8
112	Wealth concentration ratio of employee ownership in 2007/8	Numbers	2007/8
113	Employees' share in ownership structure in 2007/8 (EO)	%	2007/8
114	Capitalisation held by employees in 2007/8	Million Euro	2007/8
115	Executive employees' share in ownership structure in 2007/8 (EXEC)	%	2007/8
116	Capitalisation held by Executive employees in 2007/8	Million Euro	2007/8
117	Executives share in capitalisation held by employees in 2007/8 (EXEC/EO)	%	2007/8
118	Capitalisation held by non-executive employees in 2007/8 (NonEXEC)	Million Euro	2007/8
119	Non-Executive employees' share in ownership structure in 2007/8 (NonEXEC)	%	2007/8
120	Companies having launched new employee share plans in 2007/8	Numbers (all Companies)	2007/8
121	Average capitalisation held by employee in 2007/8	Euro	2007/8
122	Average capitalisation held by each employee owner in 2007/8	Euro	2007/8
123	Average capitalisation held by each non-executive employee owner in 2007/8	Euro	2007/8
	ALL Companies, YEAR 2006/7		
124	Capitalisation: Variation in % from 2005/6 to 2006/7	% variation	2006/7
125	Capitalisation held by employees: Variation in % from 2005/6 to 2006/7	% variation	2006/7
126	Employees numbers: Variation in % from 2005/6 to 2006/7	% variation	2006/7
127	Average capitalisation held by employee: Variation in % from 2005/6 to 2006/7	% variation	2006/7
128	% Companies having launched new employee share plans in 2006/7	% all Companies	2006/7
129	Capitalisation in May 2007	Million Euro	2006/7
130	% Companies having published employees' share in ownership structure in 2006/7	% all Companies	2006/7
131	% Companies having stock options in 2006/7	% all Companies	2006/7
132	% Companies having broad-based employee share plans in 2006/7	% all Companies	2006/7
133	% Companies having employee ownership in 2006/7	% all Companies	2006/7
134	% Companies having employee share plans in 2006/7	% all Companies	2006/7
135	% Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% all Companies	2006/7
136	% Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	% all Companies	2006/7
137	% Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% all Companies	2006/7
138	% Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% all Companies	2006/7
139	Companies having published employees' share in ownership structure in 2006/7	Numbers (all Companies)	2006/7
140	Companies having stock options in 2006/7	Numbers (all Companies)	2006/7
141	Companies having broad-based employee share plans in 2006/7	Numbers (all Companies)	2006/7
142	Companies having employee ownership in 2006/7	Numbers (all Companies)	2006/7
143	Companies having employee share plans in 2006/7	Numbers (all Companies)	2006/7

Table of data on employee ownership in European countries

Data	Description	Unit	Year
144	Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (all Companies)	2006/7
145	Companies having EO>6% in ownership structure in 2006/7 ("strategic ownership")	Numbers (all Companies)	2006/7
146	Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (all Companies)	2006/7
147	Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (all Companies)	2006/7
148	Employees numbers in 2006/7	Numbers	2006/7
149	Employee owners numbers in 2006/7	Numbers	2006/7
150	Employee owners in % of employees in 2006/7	%	2006/7
151	Democratization ratio of employee ownership in 2006/7	Numbers	2006/7
152	Wealth concentration ratio of employee ownership in 2006/7	Numbers	2006/7
153	Employees' share in ownership structure in 2006/7 (EO)	%	2006/7
154	Capitalisation held by employees in 2006/7	Million Euro	2006/7
155	Executive employees' share in ownership structure in 2006/7 (EXEC)	%	2006/7
156	Capitalisation held by Executive employees in 2006/7	Million Euro	2006/7
157	Executives share in capitalisation held by employees in 2006/7 (EXEC/EO)	%	2006/7
158	Capitalisation held by non-executive employees in 2006/7 (NonEXEC)	Million Euro	2006/7
159	Non-Executive employees' share in ownership structure in 2006/7 (NonEXEC)	%	2006/7
160	Companies having launched new employee share plans in 2006/7	Numbers (all Companies)	2006/7
161	Average capitalisation held by employee in 2006/7	Euro	2006/7
162	Average capitalisation held by each employee owner in 2006/7	Euro	2006/7
163	Average capitalisation held by each non-executive employee owner in 2006/7	Euro	2006/7
ALL Companies, YEAR 2005/6			
164	Capitalisation in May 2006	Million Euro	2005/6
165	% Companies having published employees' share in ownership structure in 2005/6	% all Companies	2005/6
166	% Companies having stock options in 2005/6	% all Companies	2005/6
167	% Companies having broad-based employee share plans in 2005/6	% all Companies	2005/6
168	% Companies having employee ownership in 2005/6	% all Companies	2005/6
169	% Companies having employee share plans in 2005/6	% all Companies	2005/6
170	% Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% all Companies	2005/6
171	% Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% all Companies	2005/6
172	% Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% all Companies	2005/6
173	% Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% all Companies	2005/6
174	Companies having published employees' share in ownership structure in 2005/6	Numbers (all Companies)	2005/6
175	Companies having stock options in 2005/6	Numbers (all Companies)	2005/6
176	Companies having broad-based employee share plans in 2005/6	Numbers (all Companies)	2005/6
177	Companies having employee ownership in 2005/6	Numbers (all Companies)	2005/6
178	Companies having employee share plans in 2005/6	Numbers (all Companies)	2005/6
179	Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (all Companies)	2005/6
180	Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (all Companies)	2005/6
181	Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (all Companies)	2005/6
182	Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (all Companies)	2005/6
183	Employees numbers in 2005/6	Numbers	2005/6
184	Employees' share in ownership structure in 2005/6 (EO)	%	2005/6
185	Capitalisation held by employees in 2005/6	Million Euro	2005/6
186	Average capitalisation held by each employee in 2005/6	Euro	2005/6
LISTED Companies ONLY, YEAR 2009/10			
187	Employee owners in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
188	Employees in listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
189	Employee owners in % of all employees in listed Companies having employee share plans in 2009/10	%	2009/10
190	Listed Companies	Numbers	2009/10

Table of data on employee ownership in European countries

Data	Description	Unit	Year
191	Listed Companies having published employees' share in ownership structure in 2009/10	Numbers (listed Companies)	2009/10
192	Listed Companies having stock options in 2009/10	Numbers (listed Companies)	2009/10
193	Listed Companies having broad-based employee share plans in 2009/10	Numbers (listed Companies)	2009/10
194	Listed Companies having employee ownership in 2009/10	Numbers (listed Companies)	2009/10
195	Listed Companies having employee share plans in 2009/10	Numbers (listed Companies)	2009/10
196	Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	Numbers (listed Companies)	2009/10
197	Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	Numbers (listed Companies)	2009/10
198	Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	Numbers (listed Companies)	2009/10
199	Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	Numbers (listed Companies)	2009/10
200	% Listed Companies having published employees' share in ownership structure in 2009/10	% listed Companies	2009/10
201	% Listed Companies having stock options in 2009/10	% listed Companies	2009/10
202	% Listed Companies having broad-based employee share plans in 2009/10	% listed Companies	2009/10
203	% Listed Companies having employee ownership in 2009/10	% listed Companies	2009/10
204	% Listed Companies having employee share plans in 2009/10	% listed Companies	2009/10
205	% Listed Companies having EO>1% in ownership structure in 2009/10 ("significant" ownership)	% listed Companies	2009/10
206	% Listed Companies having EO>6% in ownership structure in 2009/10 ("strategic" ownership)	% listed Companies	2009/10
207	% Listed Companies having EO>20% in ownership structure in 2009/10 ("determining" ownership)	% listed Companies	2009/10
208	% Listed Companies having EO>50% in ownership structure in 2009/10 ("controlling" ownership)	% listed Companies	2009/10
LISTED Companies ONLY, YEAR 2008/9			
209	Employee owners in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
210	Employees in listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
211	Employee owners in % of all employees in listed Companies having employee share plans in 2008/9	%	2008/9
212	Listed Companies having published employees' share in ownership structure in 2008/9	Numbers (listed Companies)	2008/9
213	Listed Companies having stock options in 2008/9	Numbers (listed Companies)	2008/9
214	Listed Companies having broad-based employee share plans in 2008/9	Numbers (listed Companies)	2008/9
215	Listed Companies having employee ownership in 2008/9	Numbers (listed Companies)	2008/9
216	Listed Companies having employee share plans in 2008/9	Numbers (listed Companies)	2008/9
217	Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	Numbers (listed Companies)	2008/9
218	Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	Numbers (listed Companies)	2008/9
219	Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	Numbers (listed Companies)	2008/9
220	Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	Numbers (listed Companies)	2008/9
221	% Listed Companies having published employees' share in ownership structure in 2008/9	% listed Companies	2008/9
222	% Listed Companies having stock options in 2008/9	% listed Companies	2008/9
223	% Listed Companies having broad-based employee share plans in 2008/9	% listed Companies	2008/9
224	% Listed Companies having employee ownership in 2008/9	% listed Companies	2008/9
225	% Listed Companies having employee share plans in 2008/9	% listed Companies	2008/9
226	% Listed Companies having EO>1% in ownership structure in 2008/9 ("significant" ownership)	% listed Companies	2008/9
227	% Listed Companies having EO>6% in ownership structure in 2008/9 ("strategic" ownership)	% listed Companies	2008/9
228	% Listed Companies having EO>20% in ownership structure in 2008/9 ("determining" ownership)	% listed Companies	2008/9
229	% Listed Companies having EO>50% in ownership structure in 2008/9 ("controlling" ownership)	% listed Companies	2008/9
LISTED Companies ONLY, YEAR 2007/8			
230	Employee owners in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
231	Employees in listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8
232	Employee owners in % of all employees in listed Companies having employee share plans in 2007/8	%	2007/8
233	Listed Companies having published employees' share in ownership structure in 2007/8	Numbers (listed Companies)	2007/8
234	Listed Companies having stock options in 2007/8	Numbers (listed Companies)	2007/8
235	Listed Companies having broad-based employee share plans in 2007/8	Numbers (listed Companies)	2007/8
236	Listed Companies having employee ownership in 2007/8	Numbers (listed Companies)	2007/8
237	Listed Companies having employee share plans in 2007/8	Numbers (listed Companies)	2007/8

Table of data on employee ownership in European countries

Data	Description	Unit	Year
238	Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	Numbers (listed Companies)	2007/8
239	Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	Numbers (listed Companies)	2007/8
240	Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	Numbers (listed Companies)	2007/8
241	Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	Numbers (listed Companies)	2007/8
242	% Listed Companies having published employees' share in ownership structure in 2007/8	% listed Companies	2007/8
243	% Listed Companies having stock options in 2007/8	% listed Companies	2007/8
244	% Listed Companies having broad-based employee share plans in 2007/8	% listed Companies	2007/8
245	% Listed Companies having employee ownership in 2007/8	% listed Companies	2007/8
246	% Listed Companies having employee share plans in 2007/8	% listed Companies	2007/8
247	% Listed Companies having EO>1% in ownership structure in 2007/8 ("significant" ownership)	% listed Companies	2007/8
248	% Listed Companies having EO>6% in ownership structure in 2007/8 ("strategic" ownership)	% listed Companies	2007/8
249	% Listed Companies having EO>20% in ownership structure in 2007/8 ("determining" ownership)	% listed Companies	2007/8
250	% Listed Companies having EO>50% in ownership structure in 2007/8 ("controlling" ownership)	% listed Companies	2007/8
LISTED Companies ONLY, YEAR 2006/7			
251	Employee owners in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
252	Employees in listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
253	Employee owners in % of all employees in listed Companies having employee share plans in 2006/7	%	2006/7
254	Listed Companies having published employees' share in ownership structure in 2006/7	Numbers (listed Companies)	2006/7
255	Listed Companies having stock options in 2006/7	Numbers (listed Companies)	2006/7
256	Listed Companies having broad-based employee share plans in 2006/7	Numbers (listed Companies)	2006/7
257	Listed Companies having employee ownership in 2006/7	Numbers (listed Companies)	2006/7
258	Listed Companies having employee share plans in 2006/7	Numbers (listed Companies)	2006/7
259	Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	Numbers (listed Companies)	2006/7
260	Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	Numbers (listed Companies)	2006/7
261	Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	Numbers (listed Companies)	2006/7
262	Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	Numbers (listed Companies)	2006/7
263	% Listed Companies having published employees' share in ownership structure in 2006/7	% listed Companies	2006/7
264	% Listed Companies having stock options in 2006/7	% listed Companies	2006/7
265	% Listed Companies having broad-based employee share plans in 2006/7	% listed Companies	2006/7
266	% Listed Companies having employee ownership in 2006/7	% listed Companies	2006/7
267	% Listed Companies having employee share plans in 2006/7	% listed Companies	2006/7
268	% Listed Companies having EO>1% in ownership structure in 2006/7 ("significant" ownership)	% listed Companies	2006/7
269	% Listed Companies having EO>6% in ownership structure in 2006/7 ("strategic" ownership)	% listed Companies	2006/7
270	% Listed Companies having EO>20% in ownership structure in 2006/7 ("determining" ownership)	% listed Companies	2006/7
271	% Listed Companies having EO>50% in ownership structure in 2006/7 ("controlling" ownership)	% listed Companies	2006/7
LISTED Companies ONLY, YEAR 2005/6			
272	Listed Companies having published employees' share in ownership structure in 2005/6	Numbers (listed Companies)	2005/6
273	Listed Companies having stock options in 2005/6	Numbers (listed Companies)	2005/6
274	Listed Companies having broad-based employee share plans in 2005/6	Numbers (listed Companies)	2005/6
275	Listed Companies having employee ownership in 2005/6	Numbers (listed Companies)	2005/6
276	Listed Companies having employee share plans in 2005/6	Numbers (listed Companies)	2005/6
277	Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	Numbers (listed Companies)	2005/6
278	Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	Numbers (listed Companies)	2005/6
279	Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	Numbers (listed Companies)	2005/6
280	Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	Numbers (listed Companies)	2005/6
281	% Listed Companies having published employees' share in ownership structure in 2005/6	% listed Companies	2005/6
282	% Listed Companies having stock options in 2005/6	% listed Companies	2005/6
283	% Listed Companies having broad-based employee share plans in 2005/6	% listed Companies	2005/6
284	% Listed Companies having employee ownership in 2005/6	% listed Companies	2005/6

Table of data on employee ownership in European countries			
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Data	Description	Unit	Year
285	% Listed Companies having employee share plans in 2005/6	% listed Companies	2005/6
286	% Listed Companies having EO>1% in ownership structure in 2005/6 ("significant" ownership)	% listed Companies	2005/6
287	% Listed Companies having EO>6% in ownership structure in 2005/6 ("strategic" ownership)	% listed Companies	2005/6
288	% Listed Companies having EO>20% in ownership structure in 2005/6 ("determining" ownership)	% listed Companies	2005/6
289	% Listed Companies having EO>50% in ownership structure in 2005/6 ("controlling" ownership)	% listed Companies	2005/6
NON-LISTED Companies			
289	Non-listed Companies in 2009/10	Numbers	2009/10
290	Non-listed Companies in 2008/9	Numbers	2008/9
291	Non-listed Companies in 2007/8	Numbers	2007/8
292	Non-listed Companies in 2006/7	Numbers	2006/7

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	1 2009/10 Companies Numbers 2009/10	2 2009/10 Capitalisation % variation 2008/9 to 2009/10	3 2009/10 EO held cap % variation 2008/9 to 2009/10	4 2009/10 Employees num % variation 2008/9 to 2009/10	5 2009/10 Cap held by emp % variation 2008/9 to 2009/10	6 2009/10 % Companies ha new share plans in 2009/10	7 2009/10 Capitalisation millions € May 2010	8 2009/10 % Companies ha %EO published 2009/10	9 2009/10 % Companies ha Stock Options 2009/10	10 2009/10 % Companies ha broad based plan 2009/10
AT	44	23,3	31,2	-4,8	37,8	20,5	69.329 €	18,18	34,09	38,64
BE	52	34,7	26,4	-6,0	34,4	38,5	153.798 €	13,46	84,62	28,85
BG	10	-9,3	1,7	-4,7	6,7	0,0	1.133 €	0,00	0,00	30,00
CH	146	28,3	46,8	-2,6	50,7	30,8	732.085 €	8,90	61,64	41,10
CY	5	-15,3	-12,8	1,1	-13,7	20,0	4.121 €	40,00	80,00	60,00
CZ	31	13,9	10,9	4,6	6,0	0,0	33.469 €	0,00	9,68	87,10
DA	74	35,9	23,4	-5,6	30,7	28,4	123.045 €	8,11	71,62	58,11
DE	208	22,3	16,4	-1,3	17,9	22,1	857.577 €	5,77	61,06	38,94
EE	6	83,6	9,4	-13,1	ns	16,7	1.212 €	0,00	33,33	0,00
ES	168	-2,7	-12,4	0,7	-13,1	7,7	436.535 €	2,38	21,43	45,24
FI	63	8,6	-10,4	-8,4	-2,2	47,6	131.652 €	1,59	82,54	36,51
FR	333	13,4	11,4	-1,1	12,6	41,1	1.139.839 €	78,38	63,36	87,69
GR	70	-19,4	-23,8	-1,5	-22,7	17,1	54.325 €	0,00	44,29	14,29
HU	21	49,9	31,6	19,5	10,2	9,5	21.258 €	38,10	23,81	66,67
IE	35	38,5	18,2	-7,8	28,2	17,1	46.363 €	5,71	97,14	62,86
IT	191	10,2	18,1	-1,3	19,6	13,1	393.565 €	6,28	52,88	24,61
LT	10	57,1	57,4	-4,9	ns	0,0	2.464 €	0,00	0,00	0,00
LU	11	53,7	-54,4	-4,5	-52,3	27,3	35.264 €	0,00	63,64	0,00
LV	3	13,3	-16,8	-13,0	-4,3	0,0	542 €	0,00	0,00	33,33
MT	5	29,7	1,3	-8,7	10,9	0,0	2.389 €	0,00	40,00	40,00
NL	79	39,7	43,1	-7,2	54,2	39,2	298.223 €	11,39	81,01	39,24
NO	93	39,0	64,4	1,7	61,6	45,2	174.849 €	5,38	66,67	53,76
PL	87	57,9	24,1	-2,1	26,8	14,9	91.354 €	2,30	40,23	9,20
PT	33	-1,4	-11,9	3,4	-14,8	6,1	58.210 €	3,03	42,42	21,21
RO	9	45,4	65,8	-11,8	87,9	0,0	8.160 €	0,00	11,11	0,00
SK	7	-3,6	0,0	-4,9	0,0	0,0	1.793 €	0,00	0,00	42,86
SL	23	-9,0	-63,5	-1,9	-62,8	0,0	6.933 €	17,39	8,70	52,17
SV	124	51,3	72,3	-4,4	80,3	33,9	310.231 €	4,03	79,03	44,35
UK	526	30,4	19,8	-2,0	22,2	33,8	1.886.213 €	4,94	92,59	80,23
TOTAL 29 COUN	2.467	22,7	18,3	-2,1	20,9	27,5	7.075.934 €	15,73	64,05	53,67
12 NMS - PL	130	20,4	-12,6	1,3	-13,7	3,1	83.474 €	10,77	14,62	50,00

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	11 2009/10 % Companies ha EOwnership 2009/10	12 2009/10 % Companies ha E Share Plans 2009/10	13 2009/10 % Companies ha %EO>1% 2009/10	14 2009/10 % Companies ha %EO>6% 2009/10	15 2009/10 % Companies ha %EO>20% 2009/10	16 2009/10 % Companies ha %EO>50% 2009/10	17 2009/10 Companies havi %EO published 2009/10	18 2009/10 Companies havi Stock Options 2009/10	19 2009/10 Companies havi road based plan 2009/10	20 2009/10 Companies havi EOwnership 2009/10
AT	75,00	59,09	45,45	27,27	13,64	6,82	8	15	17	33
BE	78,85	90,38	32,69	13,46	5,77	1,92	7	44	15	41
BG	80,00	30,00	20,00	20,00	20,00	20,00	0	0	3	8
CH	97,95	85,62	45,89	18,49	7,53	2,74	13	90	60	143
CY	100,00	80,00	100,00	40,00	40,00	40,00	2	4	3	5
CZ	96,77	96,77	83,87	83,87	83,87	83,87	0	3	27	30
DA	95,95	87,84	35,14	6,76	5,41	1,35	6	53	43	71
DE	82,69	75,96	41,35	17,79	11,54	4,33	12	127	81	172
EE	66,67	33,33	16,67	0,00	0,00	0,00	0	2	0	4
ES	92,86	66,07	51,79	47,02	43,45	40,48	4	36	76	156
FI	100,00	98,41	49,21	11,11	4,76	0,00	1	52	23	63
FR	95,20	96,40	76,88	47,45	39,94	30,33	261	211	292	317
GR	60,00	51,43	30,00	25,71	15,71	2,86	0	31	10	42
HU	85,71	85,71	61,90	47,62	42,86	42,86	8	5	14	18
IE	100,00	97,14	48,57	20,00	5,71	0,00	2	34	22	35
IT	93,72	72,25	50,26	38,22	32,98	26,70	12	101	47	179
LT	70,00	10,00	10,00	10,00	0,00	0,00	0	0	0	7
LU	63,64	72,73	18,18	9,09	0,00	0,00	0	7	0	7
LV	33,33	33,33	0,00	0,00	0,00	0,00	0	0	1	1
MT	60,00	60,00	0,00	0,00	0,00	0,00	0	2	2	3
NL	93,67	94,94	48,10	17,72	10,13	3,80	9	64	31	74
NO	95,70	82,80	35,48	13,98	8,60	2,15	5	62	50	89
PL	74,71	54,02	35,63	25,29	12,64	2,30	2	35	8	65
PT	90,91	45,45	24,24	9,09	9,09	0,00	1	14	7	30
RO	33,33	11,11	0,00	0,00	0,00	0,00	0	1	0	3
SK	42,86	57,14	42,86	42,86	42,86	42,86	0	0	3	3
SL	82,61	65,22	52,17	47,83	30,43	26,09	4	2	12	19
SV	97,58	88,71	38,71	9,68	4,03	1,61	5	98	55	121
UK	99,43	99,24	64,07	23,76	15,02	9,32	26	487	422	523
TOTAL 29 COUN	91,69	83,46	52,05	27,36	20,11	14,03	388	1.580	1.324	2.262
12 NMS - PL	77,69	63,08	48,46	42,31	37,69	36,92	14	19	65	101

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	21 2009/10 Companies havi E Share Plans 2009/10	22 2009/10 Companies havi %EO>1% 2009/10	23 2009/10 Companies havi %EO>6% 2009/10	24 2009/10 Companies havi %EO>20% 2009/10	25 2009/10 Companies havi %EO>50% 2009/10	26 2009/10 Employees numbers 2009/10	27 2009/10 Employee owner numbers 2009/10	28 2009/10 Employee owner in % of employee 2009/10	29 2009/10 Democratization Ratio 2009/10	30 2009/10 Wealth concentr Ratio 2009/10
AT	26	20	12	6	3	492.155	104.567	21,25	0,72	1,39
BE	47	17	7	3	1	578.628	95.203	16,45	0,56	1,79
BG	3	2	2	2	2	15.112	518	0,00	0,00	ns
CH	125	67	27	11	4	1.553.619	366.953	23,62	0,80	1,25
CY	4	5	2	2	2	34.883	14.453	41,43	1,40	0,71
CZ	30	26	26	26	26	76.390	6.747	8,83	0,30	3,34
DA	65	26	5	4	1	423.256	75.653	17,87	0,61	1,65
DE	158	86	37	24	9	5.123.705	1.052.804	20,55	0,70	1,44
EE	2	1	0	0	0	14.157	11	0,00	0,00	ns
ES	111	87	79	73	68	1.806.514	240.787	13,33	0,45	2,21
FI	62	31	7	3	0	567.860	166.512	29,32	0,99	1,01
FR	321	256	158	133	101	7.138.161	3.569.159	50,00	1,69	0,59
GR	36	21	18	11	2	365.539	44.411	12,15	0,41	2,43
HU	18	13	10	9	9	102.765	8.907	8,67	0,29	3,40
IE	34	17	7	2	0	286.274	59.591	20,82	0,71	1,42
IT	138	96	73	63	51	1.734.050	192.329	11,09	0,38	2,66
LT	1	1	1	0	0	16.011	21	0,00	0,00	ns
LU	8	2	1	0	0	72.480	411	0,57	0,02	52,00
LV	1	0	0	0	0	3.969	270	6,80	0,23	4,34
MT	3	0	0	0	0	6.323	806	12,75	0,43	2,32
NL	75	38	14	8	3	1.768.356	314.520	17,79	0,60	1,66
NO	77	33	13	8	2	425.845	93.565	21,97	0,74	1,34
PL	47	31	22	11	2	441.632	59.198	13,40	0,45	2,20
PT	15	8	3	3	0	287.647	19.373	6,74	0,23	4,38
RO	1	0	0	0	0	60.620	75	0,00	0,00	ns
SK	4	3	3	3	3	12.528	490	3,91	0,13	7,55
SL	15	12	11	7	6	82.041	8.029	9,79	0,33	3,02
SV	110	48	12	5	2	1.290.477	516.918	40,06	1,36	0,74
UK	522	337	125	79	49	7.799.350	2.602.093	33,36	1,13	0,88
TOTAL 29 COUN	2.059	1.284	675	496	346	32.580.348	9.614.373	29,51	1,00	1,00
12 NMS - PL	82	63	55	49	48	424.799	40.326	9,49	0,32	3,11

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	31 2009/10 % capitalisation held by employees 2009/10	32 2009/10 Capitalisation held millions € 2009/10	33 2009/10 % capitalisation held by EXECutiv 2009/10	34 2009/10 Capitalisation held millions € 2009/10	35 2009/10 % EXEC share in EOwnership 2009/10	36 2009/10 Capitalisation held millions € 2009/10	37 2009/10 % capitalisation held by NonEXEC 2009/10	38 2009/10 First E Share Pla (all Companies) Year	39 2009/10 Companies having new share plans in 2009/10	40 2009/10 First E Share Pla listed Companies Year
AT	4,43	3.072 €	1,98	1.373 €	44,70	1.699 €	2,45	2.002	9	2.002
BE	1,89	2.908 €	0,73	1.124 €	38,65	1.784 €	1,16	1.999	20	1.999
BG	0,43	5 €	0,14	2 €	32,86	3 €	0,29	1.968	0	2.007
CH	3,29	24.115 €	1,07	7.828 €	32,46	16.287 €	2,22	2.000	45	2.000
CY	6,12	252 €	2,07	86 €	33,92	167 €	4,04	2.000	1	2.000
CZ	0,22	73 €	0,06	20 €	27,76	53 €	0,16	1.959	0	2.004
DA	0,79	972 €	0,15	182 €	18,76	790 €	0,64	2.001	21	2.001
DE	1,92	16.470 €	0,89	7.605 €	46,17	8.865 €	1,03	1.999	46	2.000
EE	0,29	3 €	0,29	3 €	100,00	0 €	0,00	2.007	1	2.007
ES	2,26	9.881 €	1,07	4.666 €	47,22	5.215 €	1,19	1.992	13	2.004
FI	1,55	2.037 €	0,43	570 €	27,99	1.466 €	1,11	2.001	30	2.001
FR	4,89	55.764 €	1,20	13.681 €	24,53	42.083 €	3,69	1.990	137	1.996
GR	2,68	1.458 €	2,15	1.165 €	79,90	293 €	0,54	2.004	12	2.004
HU	1,81	385 €	0,65	137 €	35,69	247 €	1,16	1.996	2	1.999
IE	2,38	1.106 €	1,26	585 €	52,90	521 €	1,12	1.995	6	1.995
IT	2,91	11.449 €	1,98	7.784 €	67,99	3.665 €	0,93	1.988	25	2.002
LT	0,29	7 €	0,29	7 €	100,00	0 €	0,00	2.007	0	2.007
LU	0,19	66 €	0,15	53 €	81,28	12 €	0,03	2.004	3	2.004
LV	0,02	0 €	0,00	0 €	0,00	0 €	0,02	2.002	0	2.002
MT	0,08	2 €	0,02	1 €	29,51	1 €	0,06	1.999	0	1.999
NL	1,76	5.250 €	0,66	1.982 €	37,75	3.268 €	1,10	1.998	31	1.998
NO	1,60	2.800 €	0,96	1.675 €	59,81	1.126 €	0,64	2.001	42	2.001
PL	2,83	2.589 €	2,10	1.914 €	73,94	675 €	0,74	2.005	13	2.005
PT	0,55	319 €	0,41	236 €	73,87	83 €	0,14	2.002	2	2.002
RO	0,02	2 €	0,02	1 €	84,68	0 €	0,00	2.006	0	2.006
SK	1,23	22 €	0,00	0 €	0,00	22 €	1,23	1.963	0	2.002
SL	1,58	110 €	0,08	6 €	5,22	104 €	1,50	1.995	0	1.996
SV	1,71	5.291 €	0,83	2.562 €	48,42	2.729 €	0,88	2.000	42	2.000
UK	2,42	45.650 €	1,17	22.018 €	48,23	23.632 €	1,25	1.995	178	1.995
TOTAL 29 COUN	2,71	192.056 €	1,09	77.266 €	40,23	114.790 €	1,62	1.995	679	1.999
12 NMS - PL	1,03	861 €	0,31	263 €	30,54	598 €	0,72	1.980	4	2.000

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	41 2009/10 Capitalisation by employee in € 2009/10	42 2009/10 Capitalisation by employee own 2009/10	43 2009/10 Capitalisation held by employee own 2009/10	44 2008/9 Capitalisation % variation 2007/8 to 2008/9	45 2008/9 EO held cap % variation 2007/8 to 2008/9	46 2008/9 Employees num % variation 2007/8 to 2008/9	47 2008/9 Cap held by emp % variation 2007/8 to 2008/9	48 2008/9 % Companies ha new share plans in 2008/9	49 2008/9 Capitalisation millions € May 2009	50 2008/9 % Companies ha %EO published 2008/9
AT	6.242 €	29.380 €	16.249 €	-47,59	-45,50	7,61	-49,36	22,73	56.220 €	18,18
BE	5.025 €	30.544 €	18.740 €	-42,31	-46,41	1,35	-47,13	46,15	114.210 €	13,46
BG	319 €	9.298 €	6.242 €	-62,88	-54,47	3,14	-55,85	0,00	1.249 €	0,00
CH	15.522 €	65.716 €	44.384 €	-21,51	-24,59	3,68	-27,26	38,36	570.510 €	8,90
CY	7.227 €	17.443 €	11.526 €	-56,59	-60,36	34,78	-70,59	20,00	4.868 €	40,00
CZ	957 €	10.838 €	7.830 €	-43,68	-5,89	-5,23	-0,70	6,45	29.376 €	0,00
DA	2.296 €	12.847 €	10.437 €	-38,55	-46,51	6,61	-49,83	44,59	90.544 €	13,51
DE	3.214 €	15.644 €	8.420 €	-38,21	-36,10	3,75	-38,41	30,29	700.926 €	5,29
EE	247 €	ns	0 €	-56,93	-47,61	6,33	-50,73	0,00	660 €	0,00
ES	5.469 €	41.034 €	21.658 €	-32,72	-20,48	6,58	-25,39	11,90	448.430 €	2,98
FI	3.586 €	12.230 €	8.807 €	-43,38	-44,08	2,70	-45,55	42,86	121.231 €	1,59
FR	7.812 €	15.624 €	11.791 €	-32,31	-27,72	4,35	-30,73	45,65	1.004.899 €	77,18
GR	3.990 €	32.840 €	6.599 €	-48,24	-45,89	5,31	-48,62	18,57	67.371 €	0,00
HU	3.744 €	43.198 €	27.780 €	-48,10	-41,76	-6,48	-37,72	4,76	14.181 €	42,86
IE	3.862 €	18.552 €	8.738 €	-59,18	-64,27	1,25	-64,71	37,14	33.469 €	5,71
IT	6.602 €	59.527 €	19.054 €	-28,74	-28,54	4,08	-31,34	14,14	356.980 €	7,33
LT	442 €	ns	9 €	-61,57	-69,53	-2,70	-68,69	0,00	1.568 €	0,00
LU	906 €	ns	29.896 €	-52,08	-60,07	2,05	-60,87	9,09	22.947 €	0,00
LV	29 €	421 €	421 €	-53,41	-63,18	10,20	-66,58	0,00	479 €	0,00
MT	298 €	2.338 €	1.648 €	-37,44	51,56	6,32	42,55	0,00	1.842 €	0,00
NL	2.969 €	16.692 €	10.390 €	-50,90	-55,03	3,51	-56,55	46,84	213.429 €	10,13
NO	6.576 €	29.929 €	12.030 €	-43,34	-55,14	3,38	-56,61	45,16	125.812 €	4,30
PL	5.862 €	43.731 €	11.397 €	-50,42	-47,01	13,02	-53,11	14,94	57.840 €	2,30
PT	1.110 €	16.484 €	4.308 €	-27,38	-53,09	12,84	-58,43	18,18	59.039 €	3,03
RO	25 €	20.419 €	3.128 €	-64,72	-66,62	11,82	-70,15	0,00	5.614 €	0,00
SK	1.766 €	45.161 €	0 €	-42,58	4,00	-1,87	0,00	0,00	1.860 €	0,00
SL	1.337 €	13.658 €	12.946 €	-45,88	-36,09	3,97	-38,53	4,35	7.614 €	21,74
SV	4.100 €	10.235 €	5.279 €	-36,24	-42,70	2,98	-44,35	41,94	205.042 €	5,65
UK	5.853 €	17.543 €	9.082 €	-32,25	-32,09	2,72	-33,89	33,84	1.446.462 €	5,51
TOTAL 29 COUN	5.895 €	19.976 €	11.939 €	-35,14	-32,81	3,93	-35,36	31,29	5.764.673 €	16,01
12 NMS - PL	2.026 €	21.343 €	14.825 €	-49,36	-46,11	2,68	-47,51	3,85	69.310 €	12,31

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	51 2008/9 % Companies ha Stock Options 2008/9	52 2008/9 % Companies ha broad based plan 2008/9	53 2008/9 % Companies ha EOwnership 2008/9	54 2008/9 % Companies ha E Share Plans 2008/9	55 2008/9 % Companies ha %EO>1% 2008/9	56 2008/9 % Companies ha %EO>6% 2008/9	57 2008/9 % Companies ha %EO>20% 2008/9	58 2008/9 % Companies ha %EO>50% 2008/9	59 2008/9 Companies havi %EO published 2008/9	60 2008/9 Companies havi Stock Options 2008/9
AT	34,09	38,64	75,00	59,09	45,45	27,27	13,64	4,55	8	15
BE	84,62	28,85	78,85	90,38	32,69	15,38	7,69	1,92	7	44
BG	0,00	30,00	80,00	30,00	20,00	20,00	20,00	20,00	0	0
CH	61,64	41,10	97,26	84,93	43,15	17,81	7,53	2,74	13	90
CY	80,00	60,00	100,00	80,00	100,00	40,00	40,00	40,00	2	4
CZ	9,68	87,10	96,77	96,77	83,87	83,87	83,87	83,87	0	3
DA	71,62	58,11	95,95	87,84	40,54	6,76	5,41	1,35	10	53
DE	59,62	38,46	81,73	73,56	43,27	18,75	11,54	4,81	11	124
EE	33,33	0,00	66,67	33,33	33,33	0,00	0,00	0,00	0	2
ES	20,24	45,24	92,86	65,48	54,17	47,62	44,64	40,48	5	34
FI	82,54	36,51	100,00	96,83	58,73	9,52	4,76	0,00	1	52
FR	63,06	86,49	94,89	96,40	76,58	48,05	41,14	30,93	257	210
GR	42,86	14,29	60,00	50,00	32,86	25,71	18,57	5,71	0	30
HU	23,81	66,67	85,71	85,71	61,90	47,62	42,86	42,86	9	5
IE	97,14	62,86	100,00	97,14	60,00	22,86	8,57	0,00	2	34
IT	52,88	24,61	93,72	72,25	51,83	37,70	34,03	26,70	14	101
LT	0,00	0,00	70,00	10,00	20,00	10,00	0,00	0,00	0	0
LU	54,55	0,00	63,64	63,64	27,27	18,18	9,09	9,09	0	6
LV	0,00	33,33	33,33	33,33	0,00	0,00	0,00	0,00	0	0
MT	40,00	40,00	60,00	60,00	0,00	0,00	0,00	0,00	0	2
NL	81,01	39,24	92,41	94,94	49,37	17,72	10,13	5,06	8	64
NO	66,67	52,69	95,70	82,80	47,31	16,13	9,68	2,15	4	62
PL	39,08	8,05	74,71	52,87	32,18	25,29	13,79	3,45	2	34
PT	42,42	21,21	90,91	45,45	30,30	9,09	9,09	0,00	1	14
RO	11,11	0,00	33,33	11,11	0,00	0,00	0,00	0,00	0	1
SK	0,00	42,86	42,86	57,14	42,86	42,86	42,86	42,86	0	0
SL	8,70	52,17	82,61	65,22	52,17	47,83	34,78	30,43	5	2
SV	76,61	44,35	97,58	87,10	41,13	11,29	4,03	0,81	7	95
UK	92,59	79,09	99,43	98,86	69,77	25,29	15,59	9,13	29	487
TOTAL 29 COUN	63,56	53,14	91,49	82,85	54,84	28,05	20,88	14,27	395	1.568
12 NMS - PL	14,62	50,00	77,69	63,08	50,00	42,31	38,46	37,69	16	19

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	61 2008/9 Companies having broad based plans 2008/9	62 2008/9 Companies having EOwnership 2008/9	63 2008/9 Companies having E Share Plans 2008/9	64 2008/9 Companies having %EO>1% 2008/9	65 2008/9 Companies having %EO>6% 2008/9	66 2008/9 Companies having %EO>20% 2008/9	67 2008/9 Companies having %EO>50% 2008/9	68 2008/9 Employees numbers 2008/9	69 2008/9 Employee ownership numbers 2008/9	70 2008/9 Employee ownership in % of employees 2008/9
AT	17	33	26	20	12	6	2	516.743	103.812	20,09
BE	15	41	47	17	8	4	1	615.510	98.635	16,02
BG	3	8	3	2	2	2	2	15.855	548	0,00
CH	60	142	124	63	26	11	4	1.594.846	401.897	25,20
CY	3	5	4	5	2	2	2	34.515	14.464	41,91
CZ	27	30	30	26	26	26	26	73.021	6.805	9,32
DA	43	71	65	30	5	4	1	448.400	79.207	17,66
DE	80	170	153	90	39	24	10	5.189.981	1.029.276	19,83
EE	0	4	2	2	0	0	0	16.286	11	0,00
ES	76	156	110	91	80	75	68	1.793.141	282.439	15,75
FI	23	63	61	37	6	3	0	620.109	167.091	26,95
FR	288	316	321	255	160	137	103	7.213.977	3.151.973	43,69
GR	10	42	35	23	18	13	4	371.140	46.626	12,56
HU	14	18	18	13	10	9	9	86.013	8.792	10,22
IE	22	35	34	21	8	3	0	310.585	75.526	24,32
IT	47	179	138	99	72	65	51	1.756.314	197.863	11,27
LT	0	7	1	2	1	0	0	16.844	24	0,00
LU	0	7	7	3	2	1	1	75.860	400	0,53
LV	1	1	1	0	0	0	0	4.561	300	6,58
MT	2	3	3	0	0	0	0	6.926	806	11,64
NL	31	73	75	39	14	8	4	1.905.853	324.749	17,04
NO	49	89	77	44	15	9	2	418.612	90.189	21,54
PL	7	65	46	28	22	12	3	451.275	60.160	13,33
PT	7	30	15	10	3	3	0	278.172	19.561	7,03
RO	0	3	1	0	0	0	0	68.694	32	0,00
SK	3	3	4	3	3	3	3	13.178	498	3,78
SL	12	19	15	12	11	8	7	83.640	8.438	10,09
SV	55	121	108	51	14	5	1	1.350.051	526.677	39,01
UK	416	523	520	367	133	82	48	7.955.473	2.655.180	33,38
TOTAL 29 COUN	1.311	2.257	2.044	1.353	692	515	352	33.285.574	9.351.979	28,10
12 NMS - PL	65	101	82	65	55	50	49	419.533	40.718	9,71

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	71 2008/9 Democratization Ratio 2008/9	72 2008/9 Wealth concentr Ratio 2008/9	73 2008/9 % capitalisation held by employee 2008/9	74 2008/9 Capitalisation he millions € 2008/9	75 2008/9 % capitalisation held by EXECcutiv 2008/9	76 2008/9 Capitalisation he millions € 2008/9	77 2008/9 % EXEC share in EOwnership 2008/9	78 2008/9 Capitalisation he millions € 2008/9	79 2008/9 % capitalisation held by NonEXEC 2008/9	80 2008/9 Companies havi new share plans in 2008/9
AT	0,72	1,40	4,16	2.341 €	1,74	980 €	41,85	1.361 €	2,42	10
BE	0,57	1,75	2,01	2.301 €	0,79	905 €	39,32	1.396 €	1,22	24
BG	0,00	ns	0,38	5 €	0,12	1 €	30,32	3 €	0,26	0
CH	0,90	1,11	2,88	16.421 €	0,79	4.532 €	27,60	11.890 €	2,08	56
CY	1,49	0,67	5,94	289 €	2,60	126 €	43,76	163 €	3,34	1
CZ	0,33	3,02	0,22	66 €	0,06	17 €	25,04	49 €	0,17	2
DA	0,63	1,59	0,87	787 €	0,16	144 €	18,33	643 €	0,71	33
DE	0,71	1,42	2,02	14.153 €	0,91	6.352 €	44,88	7.801 €	1,11	63
EE	0,00	ns	0,48	3 €	0,48	3 €	100,00	0 €	0,00	0
ES	0,56	1,78	2,52	11.281 €	1,24	5.564 €	49,32	5.717 €	1,27	20
FI	0,96	1,04	1,88	2.274 €	0,47	570 €	25,06	1.704 €	1,41	27
FR	1,56	0,64	4,98	50.052 €	1,28	12.851 €	25,67	37.202 €	3,70	152
GR	0,45	2,24	2,84	1.915 €	2,36	1.588 €	82,91	327 €	0,49	13
HU	0,36	2,75	2,06	292 €	0,68	97 €	33,04	196 €	1,38	1
IE	0,87	1,16	2,80	936 €	1,55	519 €	55,45	417 €	1,25	13
IT	0,40	2,49	2,72	9.698 €	1,73	6.175 €	63,68	3.523 €	0,99	27
LT	0,00	ns	0,29	4 €	0,29	4 €	100,00	0 €	0,00	0
LU	0,02	53,25	0,63	144 €	0,59	135 €	94,01	9 €	0,04	1
LV	0,23	4,27	0,03	0 €	0,00	0 €	0,00	0 €	0,03	0
MT	0,41	2,41	0,10	2 €	0,03	1 €	28,03	1 €	0,07	0
NL	0,61	1,65	1,72	3.670 €	0,57	1.217 €	33,16	2.453 €	1,15	37
NO	0,77	1,30	1,35	1.703 €	0,85	1.063 €	62,43	640 €	0,51	42
PL	0,47	ns	3,61	2.086 €	2,26	1.305 €	62,54	781 €	1,35	13
PT	0,25	4,00	0,61	362 €	0,39	230 €	63,50	132 €	0,22	6
RO	0,00	ns	0,02	1 €	0,01	1 €	80,89	0 €	0,00	0
SK	0,13	ns	1,19	22 €	0,00	0 €	0,00	22 €	1,19	0
SL	0,36	2,79	3,94	300 €	0,09	7 €	2,28	294 €	3,85	1
SV	1,39	0,72	1,50	3.071 €	0,58	1.199 €	39,05	1.871 €	0,91	52
UK	1,19	0,84	2,63	38.101 €	1,20	17.301 €	45,41	20.800 €	1,44	178
TOTAL 29 COUN	1,00	1,00	2,82	162.282 €	1,09	62.886 €	38,75	99.395 €	1,72	772
12 NMS - PL	0,35	2,89	1,42	985 €	0,37	257 €	26,07	728 €	1,05	5

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	81 2008/9 Capitalisation by employee in € 2008/9	82 2008/9 Capitalisation by employee own 2008/9	83 2008/9 Capitalisation held by employee own 2008/9	84 2007/8 Capitalisation % variation 2006/7 to 2007/8	85 2007/8 EO held cap % variation 2006/7 to 2007/8	86 2007/8 Employees num % variation 2006/7 to 2007/8	87 2007/8 Cap held by emp % variation 2006/7 to 2007/8	88 2007/8 % Companies ha new share plans in 2007/8	89 2007/8 Capitalisation millions € May 2008	90 2007/8 % Companies ha %EO published 2007/8
AT	4.531 €	22.553 €	13.114 €	-12,07	-1,48	11,04	-11,27	11,36	107.261 €	20,45
BE	3.738 €	23.326 €	14.154 €	-16,64	-20,85	3,81	-23,75	53,85	197.962 €	13,46
BG	299 €	8.650 €	6.028 €	1,18	79,16	14,14	56,97	10,00	3.364 €	0,00
CH	10.297 €	40.860 €	29.584 €	-17,85	-16,06	5,48	-20,43	26,03	726.818 €	6,85
CY	8.372 €	19.978 €	11.235 €	-26,34	-22,81	10,61	-30,22	20,00	11.214 €	40,00
CZ	903 €	9.690 €	7.264 €	28,78	53,03	-5,69	62,26	6,45	52.158 €	0,00
DA	1.756 €	9.942 €	8.120 €	-5,67	-11,94	7,05	-17,74	54,05	147.344 €	14,86
DE	2.727 €	13.750 €	7.579 €	-9,00	-0,30	1,01	-1,30	30,77	1.134.300 €	5,29
EE	196 €	ns	0 €	-38,06	-87,58	21,81	-89,81	33,33	1.532 €	0,00
ES	6.291 €	39.942 €	20.242 €	-7,16	-1,71	9,48	-10,22	10,12	666.552 €	3,57
FI	3.667 €	13.609 €	10.199 €	-0,68	21,42	12,57	7,86	49,21	214.130 €	1,59
FR	6.938 €	15.880 €	11.803 €	-16,05	-16,40	5,86	-21,03	49,85	1.484.529 €	77,48
GR	5.159 €	41.068 €	7.018 €	-3,96	-24,10	19,90	-36,70	21,43	130.169 €	0,00
HU	3.398 €	33.243 €	22.259 €	-12,17	-13,92	6,89	-19,47	9,52	27.324 €	38,10
IE	3.013 €	12.389 €	5.520 €	-32,93	-32,92	6,51	-37,02	42,86	81.993 €	5,71
IT	5.522 €	49.014 €	17.803 €	-19,69	-31,34	10,06	-37,62	17,80	500.977 €	6,28
LT	267 €	ns	0 €	15,66	85,54	-1,51	88,38	10,00	4.081 €	0,00
LU	1.899 €	ns	21.541 €	0,54	10,66	1,20	9,35	9,09	47.884 €	0,00
LV	30 €	456 €	456 €	-21,10	-46,19	-3,97	-43,97	0,00	1.027 €	0,00
MT	269 €	2.307 €	1.661 €	-13,21	-89,90	12,84	-91,05	20,00	2.945 €	0,00
NL	1.926 €	11.300 €	7.553 €	-7,38	-8,00	0,47	-8,43	50,63	434.685 €	11,39
NO	4.069 €	18.885 €	7.095 €	2,59	17,59	6,49	10,43	40,86	222.054 €	4,30
PL	4.623 €	34.676 €	12.990 €	-9,76	-8,54	17,22	-21,98	19,54	116.662 €	1,15
PT	1.303 €	18.527 €	6.762 €	-11,11	-35,33	9,23	-40,80	15,15	81.304 €	3,03
RO	13 €	28.642 €	5.473 €	-13,14	-31,42	-7,40	-25,94	0,00	15.914 €	0,00
SK	1.679 €	44.418 €	0 €	13,45	0,00	11,42	0,00	0,00	3.239 €	0,00
SL	3.591 €	35.597 €	34.787 €	-2,73	53,60	8,18	41,98	8,70	14.069 €	21,74
SV	2.275 €	5.830 €	3.553 €	-16,24	-20,59	8,07	-26,52	45,97	321.604 €	4,03
UK	4.789 €	14.350 €	7.834 €	-22,72	-15,44	5,61	-19,93	50,19	2.134.940 €	6,84
TOTAL 29 COUN	4.875 €	17.353 €	10.628 €	-15,09	-14,22	5,57	-18,74	35,95	8.888.033 €	16,13
12 NMS - PL	2.348 €	24.191 €	17.885 €	0,27	-7,69	2,83	-10,23	9,23	136.867 €	11,54

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	91 2007/8 % Companies having Stock Options 2007/8	92 2007/8 % Companies having Broad based plans 2007/8	93 2007/8 % Companies having EOwnership 2007/8	94 2007/8 % Companies having E Share Plans 2007/8	95 2007/8 % Companies having %EO>1% 2007/8	96 2007/8 % Companies having %EO>6% 2007/8	97 2007/8 % Companies having %EO>20% 2007/8	98 2007/8 % Companies having %EO>50% 2007/8	99 2007/8 Companies having %EO published 2007/8	100 2007/8 Companies having Stock Options 2007/8
AT	31,82	38,64	61,36	54,55	45,45	25,00	13,64	6,82	9	14
BE	82,69	28,85	75,00	88,46	38,46	15,38	7,69	1,92	7	43
BG	0,00	30,00	40,00	30,00	20,00	20,00	20,00	20,00	0	0
CH	61,64	41,10	88,36	82,88	45,89	16,44	7,53	2,05	10	90
CY	80,00	60,00	80,00	80,00	80,00	40,00	20,00	0,00	2	4
CZ	9,68	87,10	87,10	96,77	83,87	83,87	83,87	83,87	0	3
DA	71,62	58,11	91,89	87,84	44,59	8,11	4,05	1,35	11	53
DE	59,13	36,54	76,92	71,15	39,90	19,23	10,58	5,29	11	123
EE	33,33	0,00	66,67	33,33	33,33	0,00	0,00	0,00	0	2
ES	18,45	45,24	84,52	62,50	55,36	48,21	44,64	40,48	6	31
FI	82,54	34,92	100,00	92,06	57,14	9,52	4,76	0,00	1	52
FR	62,76	86,19	91,59	96,10	75,98	47,45	39,94	31,23	258	209
GR	40,00	12,86	58,57	45,71	34,29	24,29	17,14	4,29	0	28
HU	23,81	66,67	85,71	85,71	61,90	47,62	42,86	42,86	8	5
IE	97,14	62,86	100,00	97,14	65,71	22,86	8,57	0,00	2	34
IT	51,83	24,08	82,72	70,68	52,88	38,22	33,51	27,75	12	99
LT	0,00	0,00	60,00	10,00	10,00	10,00	0,00	0,00	0	0
LU	54,55	0,00	54,55	63,64	27,27	27,27	18,18	9,09	0	6
LV	0,00	33,33	33,33	33,33	0,00	0,00	0,00	0,00	0	0
MT	40,00	40,00	60,00	60,00	0,00	0,00	0,00	0,00	0	2
NL	81,01	37,97	93,67	94,94	51,90	18,99	10,13	5,06	9	64
NO	61,29	49,46	87,10	77,42	48,39	18,28	7,53	1,08	4	57
PL	35,63	5,75	44,83	44,83	26,44	22,99	12,64	3,45	1	31
PT	36,36	18,18	72,73	39,39	36,36	12,12	3,03	0,00	1	12
RO	11,11	0,00	22,22	11,11	0,00	0,00	0,00	0,00	0	1
SK	0,00	42,86	42,86	57,14	42,86	42,86	42,86	42,86	0	0
SL	8,70	56,52	86,96	56,52	47,83	47,83	34,78	34,78	5	2
SV	73,39	41,94	95,16	82,26	43,55	12,10	5,65	1,61	5	91
UK	92,02	76,05	98,67	98,10	70,53	25,48	15,59	9,13	36	484
TOTAL 29 COUN	62,42	51,80	85,93	80,75	55,29	28,17	20,39	14,35	398	1.540
12 NMS - PL	14,62	50,77	70,77	61,54	47,69	42,31	37,69	36,92	15	19

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	101 2007/8 Companies having broad based plans 2007/8	102 2007/8 Companies having EOwnership 2007/8	103 2007/8 Companies having E Share Plans 2007/8	104 2007/8 Companies having %EO>1% 2007/8	105 2007/8 Companies having %EO>6% 2007/8	106 2007/8 Companies having %EO>20% 2007/8	107 2007/8 Companies having %EO>50% 2007/8	108 2007/8 Employees numbers 2007/8	109 2007/8 Employee ownership numbers 2007/8	110 2007/8 Employee ownership in % of employees 2007/8
AT	17	27	24	20	11	6	3	480.206	107.294	22,34
BE	15	39	46	20	8	4	1	607.331	121.171	19,95
BG	3	4	3	2	2	2	2	15.372	704	0,00
CH	60	129	121	67	24	11	3	1.538.300	377.521	24,54
CY	3	4	4	4	2	1	0	25.609	9.648	37,67
CZ	27	27	30	26	26	26	26	77.050	7.027	9,12
DA	43	68	65	33	6	3	1	420.616	78.644	18,70
DE	76	160	148	83	40	22	11	5.002.463	1.017.279	20,34
EE	0	4	2	2	0	0	0	15.317	11	0,00
ES	76	142	105	93	81	75	68	1.682.420	173.726	10,33
FI	22	63	58	36	6	3	0	603.834	165.939	27,48
FR	287	305	320	253	158	133	104	6.913.301	3.073.694	44,46
GR	9	41	32	24	17	12	3	352.420	47.712	13,54
HU	14	18	18	13	10	9	9	91.975	9.217	10,02
IE	22	35	34	23	8	3	0	306.740	75.104	24,48
IT	46	158	135	101	73	64	53	1.687.459	203.174	12,04
LT	0	6	1	1	1	0	0	17.311	29	0,00
LU	0	6	7	3	3	2	1	74.339	404	0,54
LV	1	1	1	0	0	0	0	4.139	300	7,25
MT	2	3	3	0	0	0	0	6.514	808	12,40
NL	30	74	75	41	15	8	4	1.841.283	338.243	18,37
NO	46	81	72	45	17	7	1	404.920	83.742	20,68
PL	5	39	39	23	20	11	3	399.298	2.636	0,66
PT	6	24	13	12	4	1	0	246.521	17.562	7,12
RO	0	2	1	0	0	0	0	61.432	8	0,00
SK	3	3	4	3	3	3	3	13.429	834	6,21
SL	13	20	13	11	11	8	8	80.445	8.509	10,58
SV	52	118	102	54	15	7	2	1.311.014	521.686	39,79
UK	400	519	516	371	134	82	48	7.744.552	2.600.604	33,58
TOTAL 29 COUN	1.278	2.120	1.992	1.364	695	503	354	32.025.610	9.043.231	28,24
12 NMS - PL	66	92	80	62	55	49	48	408.593	37.095	9,08

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	111 2007/8 Democratization Ratio 2007/8	112 2007/8 Wealth concentr Ratio 2007/8	113 2007/8 % capitalisation held by employee 2007/8	114 2007/8 Capitalisation he millions € 2007/8	115 2007/8 % capitalisation held by EXECcutiv 2007/8	116 2007/8 Capitalisation he millions € 2007/8	117 2007/8 % EXEC share in EOwnership 2007/8	118 2007/8 Capitalisation he millions € 2007/8	119 2007/8 % capitalisation held by NonEXEC 2007/8	120 2007/8 Companies havi new share plans in 2007/8
AT	0,79	1,26	4,01	4.296 €	1,31	1.404 €	32,68	2.892 €	2,70	5
BE	0,71	1,42	2,17	4.294 €	0,59	1.159 €	26,98	3.135 €	1,58	28
BG	0,00	ns	0,31	10 €	0,19	6 €	60,53	4 €	0,12	1
CH	0,87	1,15	3,00	21.776 €	0,99	7.194 €	33,04	14.582 €	2,01	38
CY	1,33	0,75	6,50	729 €	2,40	269 €	36,89	460 €	4,10	1
CZ	0,32	3,10	0,13	70 €	0,02	12 €	17,31	58 €	0,11	2
DA	0,66	1,51	1,00	1.472 €	0,29	433 €	29,38	1.040 €	0,71	40
DE	0,72	1,39	1,95	22.150 €	0,86	9.700 €	43,79	12.450 €	1,10	64
EE	0,00	ns	0,40	6 €	0,40	6 €	100,00	0 €	0,00	2
ES	0,37	2,73	2,13	14.187 €	1,12	7.485 €	52,76	6.702 €	1,01	17
FI	0,97	1,03	1,90	4.067 €	0,41	887 €	21,81	3.180 €	1,49	31
FR	1,57	0,64	4,66	69.246 €	1,21	17.912 €	25,87	51.333 €	3,46	166
GR	0,48	2,09	2,72	3.539 €	2,20	2.868 €	81,04	671 €	0,52	15
HU	0,35	2,82	1,84	502 €	0,72	197 €	39,22	305 €	1,12	2
IE	0,87	1,15	3,19	2.619 €	1,59	1.304 €	49,81	1.314 €	1,60	15
IT	0,43	2,35	2,71	13.571 €	1,93	9.663 €	71,20	3.908 €	0,78	34
LT	0,00	ns	0,36	15 €	0,36	15 €	100,00	0 €	0,00	1
LU	0,02	51,99	0,75	361 €	0,70	335 €	92,87	26 €	0,05	1
LV	0,26	3,90	0,04	0 €	0,00	0 €	0,00	0 €	0,04	0
MT	0,44	2,28	0,04	1 €	0,01	0 €	13,60	1 €	0,04	1
NL	0,65	1,54	1,88	8.160 €	0,61	2.667 €	32,68	5.493 €	1,26	40
NO	0,73	1,37	1,71	3.797 €	1,14	2.527 €	66,55	1.270 €	0,57	38
PL	0,02	ns	3,37	3.937 €	2,22	2.593 €	65,87	1.344 €	1,15	17
PT	0,25	3,96	0,95	772 €	0,50	405 €	52,39	368 €	0,45	5
RO	0,00	ns	0,02	3 €	0,01	2 €	83,31	0 €	0,00	0
SK	0,22	ns	0,66	21 €	0,00	0 €	0,00	21 €	0,66	0
SL	0,37	2,67	3,34	470 €	0,09	13 €	2,68	457 €	3,25	2
SV	1,41	0,71	1,67	5.359 €	0,78	2.515 €	46,92	2.844 €	0,88	57
UK	1,19	0,84	2,63	56.107 €	1,27	27.021 €	48,16	29.086 €	1,36	264
TOTAL 29 COUN	1,00	1,00	2,72	241.536 €	1,11	98.591 €	40,82	142.945 €	1,61	887
12 NMS - PL	0,32	3,11	1,34	1.828 €	0,38	520 €	28,45	1.308 €	0,96	12

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	121 2007/8 Capitalisation by employee in € 2007/8	122 2007/8 Capitalisation by employee own 2007/8	123 2007/8 Capitalisation held by employee own 2007/8	124 2006/7 Capitalisation % variation 2005/6 to 2006/7	125 2006/7 EO held cap % variation 2005/6 to 2006/7	126 2006/7 Employees num % variation 2005/6 to 2006/7	127 2006/7 Cap held by emp % variation 2005/6 to 2006/7	128 2006/7 % Companies ha new share plans in 2006/7	129 2006/7 Capitalisation millions € May 2007	130 2006/7 % Companies ha %EO published 2006/7
AT	8.947 €	40.041 €	26.958 €	53,72	74,32	24,32	40,22	22,73	121.982 €	22,73
BE	7.070 €	35.434 €	25.873 €	22,67	49,30	6,24	40,53	28,85	237.473 €	13,46
BG	677 €	14.787 €	5.836 €	59,08	14,41	10,80	3,26	0,00	3.325 €	10,00
CH	14.156 €	57.682 €	38.626 €	12,65	23,23	10,40	11,62	19,86	884.771 €	6,16
CY	28.466 €	75.558 €	47.688 €	139,67	364,03	22,79	ns	20,00	15.224 €	20,00
CZ	909 €	9.971 €	8.246 €	16,78	4,57	-5,83	11,04	6,45	40.503 €	0,00
DA	3.501 €	18.722 €	13.221 €	26,00	44,13	19,24	20,87	39,19	156.195 €	16,22
DE	4.428 €	21.773 €	12.238 €	26,38	67,76	7,98	55,37	20,19	1.246.528 €	5,29
EE	397 €	ns	0 €	71,67	631,91	57,36	ns	0,00	2.473 €	0,00
ES	8.432 €	81.661 €	38.575 €	25,32	45,35	9,57	32,66	9,52	717.980 €	5,36
FI	6.735 €	24.508 €	19.163 €	16,62	25,71	4,03	20,83	36,51	215.586 €	3,17
FR	10.016 €	22.528 €	16.701 €	24,48	32,98	6,45	24,93	32,43	1.768.366 €	78,68
GR	10.042 €	74.174 €	14.061 €	15,77	73,61	10,35	57,32	15,71	135.542 €	0,00
HU	5.456 €	54.443 €	33.088 €	9,80	12,90	18,64	-4,84	14,29	31.111 €	42,86
IE	8.538 €	34.869 €	17.502 €	23,91	46,41	12,62	30,01	34,29	122.257 €	5,71
IT	8.042 €	66.795 €	19.235 €	11,05	-2,19	6,17	-7,87	23,04	623.810 €	6,28
LT	853 €	ns	0 €	12,36	-61,34	6,19	-63,59	0,00	3.528 €	0,00
LU	4.854 €	ns	63.755 €	13,70	115,74	7,47	100,74	18,18	47.628 €	0,00
LV	90 €	1.237 €	1.237 €	12,17	-25,23	-6,47	-20,06	0,00	1.302 €	0,00
MT	188 €	1.519 €	1.313 €	11,82	-15,03	-2,48	-12,87	20,00	3.393 €	0,00
NL	4.432 €	24.125 €	16.240 €	26,51	49,03	4,88	42,09	31,65	469.338 €	15,19
NO	9.376 €	45.337 €	15.164 €	9,44	22,50	14,97	6,55	29,03	216.445 €	4,30
PL	9.859 €	1.493.717 €	509.770 €	32,74	97,69	4,28	89,58	16,09	129.274 €	1,15
PT	3.134 €	43.986 €	20.943 €	31,04	88,44	1,52	85,63	9,09	91.466 €	3,03
RO	45 €	343.538 €	57.326 €	18,51	15,61	-9,60	27,88	11,11	18.322 €	0,00
SK	1.584 €	25.503 €	0 €	7,51	0,00	-7,00	0,00	0,00	2.855 €	0,00
SL	5.842 €	55.232 €	53.751 €	58,32	28,25	8,82	17,85	0,00	14.464 €	21,74
SV	4.087 €	10.272 €	5.452 €	17,26	74,33	4,32	67,11	28,23	383.948 €	3,23
UK	7.245 €	21.575 €	11.184 €	18,18	42,23	3,43	37,51	39,16	2.762.756 €	7,41
TOTAL 29 COUN	7.542 €	26.709 €	15.807 €	20,67	37,23	6,51	28,85	26,71	10.467.846 €	16,74
12 NMS - PL	4.473 €	49.271 €	35.252 €	26,99	84,23	4,56	76,21	6,15	136.500 €	12,31

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	131 2006/7 % Companies ha Stock Options 2006/7	132 2006/7 % Companies ha broad based plan 2006/7	133 2006/7 % Companies ha EOwnership 2006/7	134 2006/7 % Companies ha E Share Plans 2006/7	135 2006/7 % Companies ha %EO>1% 2006/7	136 2006/7 % Companies ha %EO>6% 2006/7	137 2006/7 % Companies ha %EO>20% 2006/7	138 2006/7 % Companies ha %EO>50% 2006/7	139 2006/7 Companies havi %EO published 2006/7	140 2006/7 Companies havi Stock Options 2006/7
AT	34,09	36,36	61,36	54,55	45,45	22,73	13,64	6,82	10	15
BE	78,85	28,85	73,08	84,62	36,54	15,38	9,62	1,92	7	41
BG	0,00	20,00	30,00	20,00	20,00	20,00	20,00	20,00	1	0
CH	60,27	40,41	85,62	79,45	43,15	15,75	6,85	2,05	9	88
CY	60,00	60,00	80,00	80,00	80,00	40,00	20,00	0,00	1	3
CZ	6,45	87,10	87,10	93,55	83,87	83,87	83,87	83,87	0	2
DA	67,57	48,65	83,78	79,73	47,30	8,11	4,05	1,35	12	50
DE	57,69	33,17	72,12	69,23	40,38	19,23	11,06	5,77	11	120
EE	0,00	0,00	50,00	0,00	33,33	0,00	0,00	0,00	0	0
ES	17,26	44,05	82,74	60,71	52,38	47,02	43,45	39,29	9	29
FI	80,95	33,33	98,41	87,30	60,32	9,52	6,35	1,59	2	51
FR	62,16	84,98	90,09	94,89	73,57	46,85	39,64	30,63	262	207
GR	34,29	11,43	54,29	40,00	30,00	24,29	17,14	5,71	0	24
HU	23,81	66,67	85,71	80,95	61,90	47,62	42,86	42,86	9	5
IE	97,14	57,14	100,00	97,14	60,00	25,71	8,57	0,00	2	34
IT	50,26	23,04	80,63	68,06	52,88	40,31	35,60	29,84	12	96
LT	0,00	0,00	60,00	0,00	10,00	10,00	0,00	0,00	0	0
LU	45,45	0,00	45,45	45,45	27,27	27,27	18,18	9,09	0	5
LV	0,00	33,33	33,33	33,33	0,00	0,00	0,00	0,00	0	0
MT	40,00	40,00	60,00	60,00	20,00	0,00	0,00	0,00	0	2
NL	78,48	37,97	92,41	92,41	45,57	18,99	10,13	5,06	12	62
NO	54,84	45,16	81,72	70,97	46,24	20,43	7,53	3,23	4	51
PL	27,59	4,60	32,18	31,03	26,44	20,69	10,34	4,60	1	24
PT	36,36	18,18	72,73	36,36	36,36	15,15	3,03	0,00	1	12
RO	11,11	0,00	22,22	11,11	0,00	0,00	0,00	0,00	0	1
SK	0,00	42,86	42,86	57,14	42,86	42,86	42,86	42,86	0	0
SL	4,35	52,17	82,61	47,83	52,17	47,83	30,43	30,43	5	1
SV	69,35	39,52	93,55	76,61	45,16	13,71	4,84	2,42	4	86
UK	90,11	73,57	97,53	96,20	69,39	26,05	16,54	10,27	39	474
TOTAL 29 COUN	60,11	49,74	83,26	77,34	54,20	28,37	20,55	14,84	413	1.483
12 NMS - PL	10,77	49,23	68,46	55,38	49,23	42,31	36,92	36,15	16	14

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	141 2006/7 Companies having broad based plans 2006/7	142 2006/7 Companies having EOwnership 2006/7	143 2006/7 Companies having E Share Plans 2006/7	144 2006/7 Companies having %EO>1% 2006/7	145 2006/7 Companies having %EO>6% 2006/7	146 2006/7 Companies having %EO>20% 2006/7	147 2006/7 Companies having %EO>50% 2006/7	148 2006/7 Employees numbers 2006/7	149 2006/7 Employee ownership numbers 2006/7	150 2006/7 Employee ownership % of employees 2006/7
AT	16	27	24	20	10	6	3	432.474	107.208	24,79
BE	15	38	44	19	8	5	1	585.060	120.257	20,55
BG	2	3	2	2	2	2	2	13.468	298	0,00
CH	59	125	116	63	23	10	3	1.458.336	340.330	23,34
CY	3	4	4	4	2	1	0	23.152	9.200	39,74
CZ	27	27	29	26	26	26	26	81.701	7.141	8,74
DA	36	62	59	35	6	3	1	392.930	60.552	15,41
DE	69	150	144	84	40	23	12	4.952.248	1.057.358	21,35
EE	0	3	0	2	0	0	0	12.575	20	0,00
ES	74	139	102	88	79	73	66	1.536.741	113.962	7,42
FI	21	62	55	38	6	4	1	536.418	145.113	27,05
FR	283	300	316	245	156	132	102	6.530.563	2.829.950	43,33
GR	8	38	28	21	17	12	4	293.922	43.307	14,73
HU	14	18	17	13	10	9	9	86.043	9.055	10,52
IE	20	35	34	21	9	3	0	287.993	70.261	24,40
IT	44	154	130	101	77	68	57	1.533.172	194.011	12,65
LT	0	6	0	1	1	0	0	17.576	18	0,00
LU	0	5	5	3	3	2	1	73.458	615	0,84
LV	1	1	1	0	0	0	0	4.310	400	9,28
MT	2	3	3	1	0	0	0	5.773	1.810	31,35
NL	30	73	73	36	15	8	4	1.832.760	360.474	19,67
NO	42	76	66	43	19	7	3	380.252	80.236	21,10
PL	4	28	27	23	18	9	4	340.641	35.030	10,28
PT	6	24	12	12	5	1	0	225.694	17.968	7,96
RO	0	2	1	0	0	0	0	66.341	13	0,00
SK	3	3	4	3	3	3	3	12.053	834	6,92
SL	12	19	11	12	11	7	7	74.360	9.127	12,27
SV	49	116	95	56	17	6	3	1.213.084	436.017	35,94
UK	387	513	506	365	137	87	54	7.333.056	2.415.461	32,94
TOTAL 29 COUN	1.227	2.054	1.908	1.337	700	507	366	30.336.154	8.466.026	27,91
12 NMS - PL	64	89	72	64	55	48	47	397.352	37.916	9,54

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	151 2006/7 Democratization Ratio 2006/7	152 2006/7 Wealth concentr Ratio 2006/7	153 2006/7 % capitalisation held by employee 2006/7	154 2006/7 Capitalisation he millions € 2006/7	155 2006/7 % capitalisation held by EXECcutiv 2006/7	156 2006/7 Capitalisation he millions € 2006/7	157 2006/7 % EXEC share in EOwnership 2006/7	158 2006/7 Capitalisation he millions € 2006/7	159 2006/7 % capitalisation held by NonEXEC 2006/7	160 2006/7 Companies havi new share plans in 2006/7
AT	0,89	1,13	3,57	4.361 €	1,43	1.741 €	39,93	2.620 €	2,15	10
BE	0,74	1,36	2,28	5.424 €	0,61	1.442 €	26,59	3.982 €	1,68	15
BG	0,00	ns	0,17	6 €	0,02	1 €	8,66	5 €	0,16	0
CH	0,84	1,20	2,93	25.943 €	0,79	7.006 €	27,00	18.937 €	2,14	29
CY	1,42	0,70	6,20	944 €	1,75	267 €	28,28	677 €	4,45	1
CZ	0,31	3,19	0,11	46 €	0,01	3 €	5,68	43 €	0,11	2
DA	0,55	1,81	1,07	1.672 €	0,30	463 €	27,72	1.209 €	0,77	29
DE	0,77	1,31	1,78	22.215 €	0,77	9.608 €	43,25	12.607 €	1,01	42
EE	0,00	ns	1,98	49 €	1,78	44 €	89,60	5 €	0,21	0
ES	0,27	3,76	2,01	14.433 €	1,11	7.965 €	55,19	6.468 €	0,90	16
FI	0,97	1,03	1,55	3.349 €	0,30	653 €	19,49	2.697 €	1,25	23
FR	1,55	0,64	4,68	82.831 €	1,13	20.053 €	24,21	62.777 €	3,55	108
GR	0,53	1,89	3,44	4.663 €	3,01	4.079 €	87,48	584 €	0,43	11
HU	0,38	2,65	1,87	583 €	0,93	289 €	49,60	294 €	0,94	3
IE	0,87	1,14	3,19	3.904 €	1,89	2.308 €	59,12	1.596 €	1,31	12
IT	0,45	2,21	3,17	19.765 €	2,48	15.467 €	78,25	4.298 €	0,69	44
LT	0,00	ns	0,23	8 €	0,23	8 €	100,00	0 €	0,00	0
LU	0,03	33,36	0,68	326 €	0,62	296 €	90,72	30 €	0,06	2
LV	0,33	3,01	0,05	1 €	0,00	0 €	0,00	1 €	0,05	0
MT	1,12	0,89	0,36	12 €	0,03	1 €	7,69	11 €	0,33	1
NL	0,70	1,42	1,89	8.870 €	0,77	3.623 €	40,84	5.247 €	1,12	25
NO	0,76	1,32	1,49	3.229 €	0,82	1.771 €	54,86	1.457 €	0,67	27
PL	0,37	ns	3,33	4.305 €	2,23	2.887 €	67,07	1.417 €	1,10	14
PT	0,29	3,51	1,31	1.195 €	0,58	531 €	44,43	664 €	0,73	3
RO	0,00	ns	0,02	4 €	0,02	4 €	100,00	0 €	0,00	1
SK	0,25	ns	0,74	21 €	0,00	0 €	0,00	21 €	0,74	0
SL	0,44	2,27	2,12	306 €	0,42	60 €	19,62	246 €	1,70	0
SV	1,29	0,78	1,76	6.748 €	0,97	3.733 €	55,32	3.015 €	0,79	35
UK	1,18	0,85	2,40	66.348 €	1,12	30.904 €	46,58	35.444 €	1,28	206
TOTAL 29 COUN	1,00	1,00	2,69	281.561 €	1,10	115.207 €	40,92	166.354 €	1,59	659
12 NMS - PL	0,34	2,92	1,45	1.980 €	0,50	676 €	34,15	1.304 €	0,96	8

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	161 2006/7 Capitalisation by employee in € 2006/7	162 2006/7 Capitalisation by employee own 2006/7	163 2006/7 Capitalisation he by employee own 2006/7	164 2005/6 Capitalisation millions € May 2006	165 2005/6 % Companies ha %EO published 2005/6	166 2005/6 % Companies ha Stock Options 2005/6	167 2005/6 % Companies ha broad based plan 2005/6	168 2005/6 % Companies ha EOwnership 2005/6	169 2005/6 % Companies ha E Share Plans 2005/6	170 2005/6 % Companies ha %EO>1% 2005/6
AT	10.083 €	40.674 €	24.435 €	79.353 €	22,73	31,82	29,55	54,55	47,73	34,09
BE	9.272 €	45.107 €	33.113 €	193.580 €	11,54	76,92	25,00	69,23	82,69	30,77
BG	431 €	19.499 €	17.810 €	2.090 €	10,00	0,00	20,00	30,00	20,00	20,00
CH	17.790 €	76.230 €	55.644 €	785.404 €	5,48	56,85	32,19	86,30	74,66	32,88
CY	40.791 €	102.654 €	73.624 €	6.352 €	40,00	60,00	60,00	60,00	80,00	60,00
CZ	560 €	6.412 €	6.048 €	34.682 €	0,00	6,45	87,10	83,87	93,55	83,87
DA	4.255 €	27.614 €	19.960 €	123.969 €	16,22	60,81	41,89	77,03	72,97	33,78
DE	4.486 €	21.010 €	11.924 €	986.318 €	5,77	51,44	30,29	68,27	63,94	31,73
EE	3.898 €	ns	254.885 €	1.441 €	0,00	0,00	0,00	50,00	0,00	16,67
ES	9.392 €	126.645 €	56.752 €	572.896 €	13,10	14,88	41,67	76,79	55,36	50,00
FI	6.244 €	23.081 €	18.583 €	184.859 €	1,59	79,37	23,81	96,83	85,71	53,97
FR	12.684 €	29.269 €	22.183 €	1.420.546 €	74,77	60,96	76,88	82,88	92,49	69,67
GR	15.865 €	107.671 €	13.479 €	117.081 €	0,00	31,43	8,57	45,71	34,29	27,14
HU	6.775 €	64.380 €	32.449 €	28.333 €	47,62	19,05	57,14	85,71	80,95	57,14
IE	13.556 €	55.567 €	22.718 €	98.665 €	5,71	91,43	57,14	94,29	91,43	48,57
IT	12.892 €	101.877 €	22.155 €	561.718 €	6,81	45,03	21,99	78,53	62,83	51,83
LT	453 €	ns	0 €	3.140 €	0,00	0,00	0,00	50,00	0,00	10,00
LU	4.439 €	ns	49.238 €	41.889 €	0,00	36,36	0,00	54,55	36,36	27,27
LV	160 €	1.725 €	1.725 €	1.161 €	0,00	0,00	0,00	33,33	33,33	0,00
MT	2.106 €	6.716 €	6.199 €	3.034 €	0,00	40,00	40,00	60,00	60,00	20,00
NL	4.840 €	24.607 €	14.557 €	370.993 €	13,92	74,68	35,44	87,34	84,81	36,71
NO	8.491 €	40.240 €	18.164 €	197.768 €	5,38	49,46	41,94	80,65	65,59	38,71
PL	12.636 €	122.882 €	40.460 €	97.389 €	2,30	19,54	4,60	24,14	22,99	18,39
PT	5.293 €	66.481 €	36.946 €	69.802 €	6,06	36,36	18,18	63,64	36,36	30,30
RO	60 €	308.282 €	0 €	15.460 €	0,00	0,00	0,00	22,22	0,00	0,00
SK	1.765 €	25.503 €	0 €	2.656 €	0,00	0,00	42,86	42,86	57,14	42,86
SL	4.115 €	33.526 €	26.947 €	9.136 €	21,74	4,35	52,17	78,26	47,83	47,83
SV	5.563 €	15.476 €	6.914 €	327.433 €	2,42	65,32	35,48	87,10	74,19	37,10
UK	9.048 €	27.468 €	14.674 €	2.337.666 €	7,60	87,64	72,24	95,82	92,97	63,50
TOTAL 29 COUN	9.281 €	33.258 €	19.650 €	8.674.816 €	16,86	56,71	46,13	79,25	73,25	48,20
12 NMS - PL	4.983 €	52.222 €	34.389 €	107.485 €	13,85	9,23	46,92	65,38	54,62	46,15

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	171 2005/6 % Companies ha %EO>6% 2005/6	172 2005/6 % Companies ha %EO>20% 2005/6	173 2005/6 % Companies ha %EO>50% 2005/6	174 2005/6 Companies havi %EO published 2005/6	175 2005/6 Companies havi Stock Options 2005/6	176 2005/6 Companies havi Broad based plan 2005/6	177 2005/6 Companies havi EOwnership 2005/6	178 2005/6 Companies havi E Share Plans 2005/6	179 2005/6 Companies havi %EO>1% 2005/6	180 2005/6 Companies havi %EO>6% 2005/6
AT	22,73	13,64	6,82	10	14	13	24	21	15	10
BE	11,54	9,62	1,92	6	40	13	36	43	16	6
BG	20,00	20,00	20,00	1	0	2	3	2	2	2
CH	13,01	4,79	0,68	8	83	47	126	109	48	19
CY	40,00	20,00	0,00	2	3	3	3	4	3	2
CZ	83,87	83,87	83,87	0	2	27	26	29	26	26
DA	8,11	4,05	1,35	12	45	31	57	54	25	6
DE	13,94	7,21	3,37	12	107	63	142	133	66	29
EE	0,00	0,00	0,00	0	0	0	3	0	1	0
ES	45,24	41,67	39,29	22	25	70	129	93	84	76
FI	11,11	6,35	4,76	1	50	15	61	54	34	7
FR	43,54	35,44	26,73	249	203	256	276	308	232	145
GR	21,43	11,43	4,29	0	22	6	32	24	19	15
HU	47,62	47,62	42,86	10	4	12	18	17	12	10
IE	25,71	11,43	0,00	2	32	20	33	32	17	9
IT	41,36	35,08	28,27	13	86	42	150	120	99	79
LT	10,00	10,00	0,00	0	0	0	5	0	1	1
LU	27,27	18,18	9,09	0	4	0	6	4	3	3
LV	0,00	0,00	0,00	0	0	0	1	1	0	0
MT	0,00	0,00	0,00	0	2	2	3	3	1	0
NL	20,25	8,86	5,06	11	59	28	69	67	29	16
NO	19,35	8,60	2,15	5	46	39	75	61	36	18
PL	13,79	6,90	4,60	2	17	4	21	20	16	12
PT	15,15	3,03	0,00	2	12	6	21	12	10	5
RO	0,00	0,00	0,00	0	0	0	2	0	0	0
SK	42,86	42,86	42,86	0	0	3	3	4	3	3
SL	47,83	34,78	30,43	5	1	12	18	11	11	11
SV	10,48	2,42	0,81	3	81	44	108	92	46	13
UK	26,62	16,16	9,51	40	461	380	504	489	334	140
TOTAL 29 COUN	26,87	19,05	13,66	416	1.399	1.138	1.955	1.807	1.189	663
12 NMS - PL	42,31	39,23	36,15	18	12	61	85	71	60	55

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	181 2005/6 Companies having %EO>20% 2005/6	182 2005/6 Companies having %EO>50% 2005/6	183 2005/6 Employees numbers 2005/6	184 2005/6 % capitalisation held by employee 2005/6	185 2005/6 EO held cap millions € 2005/6	186 2005/6 Capitalisation held in € 2005/6
AT	6	3	347.871	3,15	2.501 €	7.191 €
BE	5	1	550.712	1,88	3.633 €	6.597 €
BG	2	2	12.156	0,24	5 €	418 €
CH	7	1	1.320.980	2,68	21.053 €	15.937 €
CY	1	0	18.856	3,20	204 €	10.794 €
CZ	26	26	86.757	0,13	44 €	505 €
DA	3	1	329.518	0,94	1.160 €	3.521 €
DE	15	7	4.586.340	1,34	13.242 €	2.887 €
EE	0	0	7.991	0,46	7 €	838 €
ES	70	66	1.402.579	1,73	9.929 €	7.079 €
FI	4	3	515.615	1,44	2.664 €	5.167 €
FR	118	89	6.134.998	4,38	62.286 €	10.153 €
GR	8	3	266.345	2,29	2.686 €	10.084 €
HU	10	9	72.523	1,82	516 €	7.120 €
IE	4	0	255.719	2,70	2.667 €	10.428 €
IT	67	54	1.444.140	3,60	20.208 €	13.993 €
LT	1	0	16.552	0,66	21 €	1.243 €
LU	2	1	68.353	0,36	151 €	2.211 €
LV	0	0	4.608	0,08	1 €	200 €
MT	0	0	5.920	0,47	14 €	2.417 €
NL	7	4	1.747.400	1,60	5.952 €	3.406 €
NO	8	2	330.741	1,33	2.636 €	7.969 €
PL	6	4	326.671	2,24	2.177 €	6.666 €
PT	1	0	222.318	0,91	634 €	2.851 €
RO	0	0	73.383	0,02	3 €	47 €
SK	3	3	12.960	0,81	21 €	1.652 €
SL	8	7	68.333	2,61	239 €	3.492 €
SV	3	1	1.162.863	1,18	3.871 €	3.329 €
UK	85	50	7.089.722	2,00	46.647 €	6.580 €
TOTAL 29 COUN	470	337	28.482.922	2,37	205.173 €	7.203 €
12 NMS - PL	51	47	380.038	1,00	1.075 €	2.828 €

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	187 2009/10 Employee owner numbers in liste 2009/10	188 2009/10 Employees numbers in liste 2009/10	189 2009/10 % EOwners/Empl in listed Compar 2009/10	190 2009/10 Listed Companie numbers 2009/10	191 2009/10 Listed Companie %EO published May 2010	192 2009/10 Listed Companie Stock Options 2009/10	193 2009/10 Listed Companie Broad based pla 2009/10	194 2009/10 Listed Companie EOwnership 2009/10	195 2009/10 Listed Companie E Share Plans 2009/10	196 2009/10 Listed Companie %EO>1% 2009/10
AT	103.455	490.955	21,07	43	7	15	16	32	25	19
BE	95.203	578.628	16,45	52	7	44	15	41	47	17
BG	235	14.632	0,00	8	0	0	1	6	1	0
CH	366.953	1.553.619	23,62	146	13	90	60	143	125	67
CY	14.453	34.883	41,43	5	2	4	3	5	4	5
CZ	3.309	70.555	4,69	5	0	3	1	4	4	0
DA	75.259	422.728	17,80	73	5	53	42	70	64	25
DE	1.052.076	5.122.130	20,54	206	10	127	79	170	156	84
EE	11	14.157	0,00	6	0	2	0	4	2	1
ES	192.214	1.701.486	11,30	105	2	36	13	93	48	24
FI	166.512	567.860	29,32	63	1	52	23	63	62	31
FR	3.426.609	6.858.387	49,96	252	180	209	212	236	240	175
GR	44.411	365.539	12,15	70	0	31	10	42	36	21
HU	6.384	98.535	6,48	12	4	5	5	9	9	4
IE	57.758	279.977	20,63	34	1	33	21	34	33	16
IT	137.365	1.621.720	8,47	157	2	101	13	145	104	62
LT	21	16.011	0,00	10	0	0	0	7	1	1
LU	411	72.480	0,57	11	0	7	0	7	8	2
LV	270	3.969	6,80	3	0	0	1	1	1	0
MT	806	6.323	12,75	5	0	2	2	3	3	0
NL	313.895	1.767.437	17,76	77	8	64	29	72	73	36
NO	93.565	425.845	21,97	93	5	62	50	89	77	33
PL	59.027	441.382	13,37	86	2	35	7	64	46	30
PT	19.373	287.647	6,74	33	1	14	7	30	15	8
RO	75	60.620	ns	9	0	1	0	3	1	0
SK	0	11.908	0,00	4	0	0	0	0	1	0
SL	5.545	72.785	7,62	15	3	1	4	11	7	4
SV	516.918	1.290.477	40,06	124	5	98	55	121	110	48
UK	2.496.846	7.644.201	32,66	489	12	481	389	486	485	300
TOTAL 29 COUN	9.248.959	31.896.877	29,00	2.196	270	1.570	1.058	1.991	1.788	1.013
12 NMS - PL	31.108	404.378	7,69	82	9	18	17	53	34	15

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	197 2009/10 Listed Companies %EO>6% 2009/10	198 2009/10 Listed Companies %EO>20% 2009/10	199 2009/10 Listed Companies %EO>50% 2009/10	200 2009/10 % Listed Companies %EO published 2009/10	201 2009/10 % Listed Companies Stock Options 2009/10	202 2009/10 % Listed Companies Broad based plans 2009/10	203 2009/10 % Listed Companies EOwnership 2009/10	204 2009/10 % Listed Companies E Share Plans 2009/10	205 2009/10 % Listed Companies %EO>1% 2009/10	206 2009/10 % Listed Companies %EO>6% 2009/10
AT	11	6	3	16,28	34,88	37,21	74,42	58,14	44,19	25,58
BE	7	3	1	13,46	84,62	28,85	78,85	90,38	32,69	13,46
BG	0	0	0	0,00	0,00	12,50	75,00	12,50	0,00	0,00
CH	27	11	4	8,90	61,64	41,10	97,95	85,62	45,89	18,49
CY	2	2	2	40,00	80,00	60,00	100,00	80,00	100,00	40,00
CZ	0	0	0	0,00	60,00	20,00	80,00	80,00	0,00	0,00
DA	4	3	0	6,85	72,60	57,53	95,89	87,67	34,25	5,48
DE	35	22	7	4,85	61,65	38,35	82,52	75,73	40,78	16,99
EE	0	0	0	0,00	33,33	0,00	66,67	33,33	16,67	0,00
ES	16	10	5	1,90	34,29	12,38	88,57	45,71	22,86	15,24
FI	7	3	0	1,59	82,54	36,51	100,00	98,41	49,21	11,11
FR	77	54	23	71,43	82,94	84,13	93,65	95,24	69,44	30,56
GR	18	11	2	0,00	44,29	14,29	60,00	51,43	30,00	25,71
HU	1	0	0	33,33	41,67	41,67	75,00	75,00	33,33	8,33
IE	6	1	0	2,94	97,06	61,76	100,00	97,06	47,06	17,65
IT	39	29	19	1,27	64,33	8,28	92,36	66,24	39,49	24,84
LT	1	0	0	0,00	0,00	0,00	70,00	10,00	10,00	10,00
LU	1	0	0	0,00	63,64	0,00	63,64	72,73	18,18	9,09
LV	0	0	0	0,00	0,00	33,33	33,33	33,33	0,00	0,00
MT	0	0	0	0,00	40,00	40,00	60,00	60,00	0,00	0,00
NL	12	6	1	10,39	83,12	37,66	93,51	94,81	46,75	15,58
NO	13	8	2	5,38	66,67	53,76	95,70	82,80	35,48	13,98
PL	21	10	1	2,33	40,70	8,14	74,42	53,49	34,88	24,42
PT	3	3	0	3,03	42,42	21,21	90,91	45,45	24,24	9,09
RO	0	0	0	0,00	11,11	0,00	33,33	11,11	0,00	0,00
SK	0	0	0	0,00	0,00	0,00	0,00	25,00	0,00	0,00
SL	3	0	0	20,00	6,67	26,67	73,33	46,67	26,67	20,00
SV	12	5	2	4,03	79,03	44,35	97,58	88,71	38,71	9,68
UK	89	43	14	2,45	98,36	79,55	99,39	99,18	61,35	18,20
TOTAL 29 COUN	405	230	86	12,30	71,49	48,18	90,66	81,42	46,13	18,44
12 NMS - PL	7	2	2	10,98	21,95	20,73	64,63	41,46	18,29	8,54

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	207 2009/10 % Listed Companies %EO>20% 2009/10	208 2009/10 % Listed Companies %EO>50% 2009/10	209 2008/9 Employee ownership numbers in listed 2008/9	210 2008/9 Employees numbers in listed 2008/9	211 2008/9 % EOwners/Employees in listed Companies 2008/9	212 2008/9 Listed Companies %EO published 2008/9	213 2008/9 Listed Companies Stock Options 2008/9	214 2008/9 Listed Companies Broad based plans 2008/9	215 2008/9 Listed Companies EOwnership 2008/9	216 2008/9 Listed Companies E Share Plans 2008/9
AT	13,95	6,98	102.700	515.508	19,92	7	15	16	32	25
BE	5,77	1,92	98.635	615.510	16,02	7	44	15	41	47
BG	0,00	0,00	260	15.375	0,00	0	0	1	6	1
CH	7,53	2,74	401.897	1.594.846	25,20	13	90	60	142	124
CY	40,00	40,00	14.464	34.515	41,91	2	4	3	5	4
CZ	0,00	0,00	3.309	67.195	4,92	0	3	1	4	4
DA	4,11	0,00	78.773	447.798	17,59	9	53	42	70	64
DE	10,68	3,40	1.028.539	5.188.369	19,82	9	124	78	168	151
EE	0,00	0,00	11	16.286	0,00	0	2	0	4	2
ES	9,52	4,76	233.173	1.682.761	13,86	3	34	13	93	47
FI	4,76	0,00	167.091	620.109	26,95	1	52	23	63	61
FR	21,43	9,13	3.013.532	6.968.668	43,24	177	208	208	235	240
GR	15,71	2,86	46.626	371.140	12,56	0	30	10	42	35
HU	0,00	0,00	6.227	81.737	7,62	4	5	5	9	9
IE	2,94	0,00	73.662	303.429	24,28	1	33	21	34	33
IT	18,47	12,10	142.736	1.648.645	8,66	3	101	13	145	104
LT	0,00	0,00	24	16.844	0,00	0	0	0	7	1
LU	0,00	0,00	400	75.860	0,53	0	6	0	7	7
LV	0,00	0,00	300	4.561	6,58	0	0	1	1	1
MT	0,00	0,00	806	6.926	11,64	0	2	2	3	3
NL	7,79	1,30	324.172	1.904.968	17,02	7	64	29	71	73
NO	8,60	2,15	90.189	418.612	21,54	4	62	49	89	77
PL	11,63	1,16	59.986	450.985	13,30	2	34	6	64	45
PT	9,09	0,00	19.561	278.172	7,03	1	14	7	30	15
RO	0,00	0,00	32	68.694	ns	0	1	0	3	1
SK	0,00	0,00	0	12.348	0,00	0	0	0	0	1
SL	0,00	0,00	5.892	74.431	7,92	3	1	4	11	7
SV	4,03	1,61	526.677	1.350.051	39,01	7	95	55	121	108
UK	8,79	2,86	2.550.185	7.799.168	32,70	15	481	383	486	483
TOTAL 29 COUN	10,47	3,92	8.989.859	32.633.510	27,55	275	1558	1045	1986	1773
12 NMS - PL	2,44	2,44	31.325	398.912	7,85	9	18	17	53	34

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	217 2008/9 Listed Companies %EO>1% 2008/9	218 2008/9 Listed Companies %EO>6% 2008/9	219 2008/9 Listed Companies %EO>20% 2008/9	220 2008/9 Listed Companies %EO>50% 2008/9	221 2008/9 % Listed Companies %EO published 2008/9	222 2008/9 % Listed Companies Stock Options 2008/9	223 2008/9 % Listed Companies Broad based plans 2008/9	224 2008/9 % Listed Companies EO Ownership 2008/9	225 2008/9 % Listed Companies E Share Plans 2008/9	226 2008/9 % Listed Companies %EO>1% 2008/9
AT	19	11	6	2	16,28	34,88	37,21	74,42	58,14	44,19
BE	17	8	4	1	13,46	84,62	28,85	78,85	90,38	32,69
BG	0	0	0	0	0,00	0,00	12,50	75,00	12,50	0,00
CH	63	26	11	4	8,90	61,64	41,10	97,26	84,93	43,15
CY	5	2	2	2	40,00	80,00	60,00	100,00	80,00	100,00
CZ	0	0	0	0	0,00	60,00	20,00	80,00	80,00	0,00
DA	29	4	3	0	12,33	72,60	57,53	95,89	87,67	39,73
DE	88	37	22	8	4,37	60,19	37,86	81,55	73,30	42,72
EE	2	0	0	0	0,00	33,33	0,00	66,67	33,33	33,33
ES	28	17	12	5	2,86	32,38	12,38	88,57	44,76	26,67
FI	37	6	3	0	1,59	82,54	36,51	100,00	96,83	58,73
FR	174	79	57	23	70,24	82,54	82,54	93,25	95,24	69,05
GR	23	18	13	4	0,00	42,86	14,29	60,00	50,00	32,86
HU	4	1	0	0	33,33	41,67	41,67	75,00	75,00	33,33
IE	20	7	2	0	2,94	97,06	61,76	100,00	97,06	58,82
IT	65	38	31	20	1,91	64,33	8,28	92,36	66,24	41,40
LT	2	1	0	0	0,00	0,00	0,00	70,00	10,00	20,00
LU	3	2	1	1	0,00	54,55	0,00	63,64	63,64	27,27
LV	0	0	0	0	0,00	0,00	33,33	33,33	33,33	0,00
MT	0	0	0	0	0,00	40,00	40,00	60,00	60,00	0,00
NL	37	12	6	2	9,09	83,12	37,66	92,21	94,81	48,05
NO	44	15	9	2	4,30	66,67	52,69	95,70	82,80	47,31
PL	27	21	11	2	2,33	39,53	6,98	74,42	52,33	31,40
PT	10	3	3	0	3,03	42,42	21,21	90,91	45,45	30,30
RO	0	0	0	0	0,00	11,11	0,00	33,33	11,11	0,00
SK	0	0	0	0	0,00	0,00	0,00	0,00	25,00	0,00
SL	4	3	0	0	20,00	6,67	26,67	73,33	46,67	26,67
SV	51	14	5	1	5,65	76,61	44,35	97,58	87,10	41,13
UK	330	96	45	12	3,07	98,36	78,32	99,39	98,77	67,48
TOTAL 29 COUN	1082	421	246	89	12,52	70,95	47,59	90,44	80,74	49,27
12 NMS - PL	17	7	2	2	10,98	21,95	20,73	64,63	41,46	20,73

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	227 2008/9 % Listed Companies %EO>6% 2008/9	228 2008/9 % Listed Companies %EO>20% 2008/9	229 2008/9 % Listed Companies %EO>50% 2008/9	230 2007/8 Employee owners numbers in list 2007/8	231 2007/8 Employees numbers in list 2007/8	232 2007/8 % EOwners/Emp in listed Companies 2007/8	233 2007/8 Listed Companies %EO published 2007/8	234 2007/8 Listed Companies Stock Options 2007/8	235 2007/8 Listed Companies Broad based plans 2007/8	236 2007/8 Listed Companies EOwnership 2007/8
AT	25,58	13,95	4,65	106.141	478.925	22,16	8	14	16	26
BE	15,38	7,69	1,92	121.171	607.331	19,95	7	43	15	39
BG	0,00	0,00	0,00	416	14.892	0,00	0	0	1	2
CH	17,81	7,53	2,74	377.521	1.538.300	24,54	10	90	60	129
CY	40,00	40,00	40,00	9.648	25.609	37,67	2	4	3	4
CZ	0,00	0,00	0,00	3.209	70.687	4,54	0	3	1	2
DA	5,48	4,11	0,00	78.068	419.964	18,59	10	53	42	67
DE	17,96	10,68	3,88	1.016.640	5.000.907	20,33	9	123	74	158
EE	0,00	0,00	0,00	11	15.317	0,00	0	2	0	4
ES	16,19	11,43	4,76	122.345	1.571.796	7,78	4	31	13	79
FI	9,52	4,76	0,00	165.939	603.834	27,48	1	52	22	63
FR	31,35	22,62	9,13	2.940.410	6.691.661	43,94	177	208	207	224
GR	25,71	18,57	5,71	47.712	352.420	13,54	0	28	9	41
HU	8,33	0,00	0,00	6.499	87.444	7,43	5	5	5	9
IE	20,59	5,88	0,00	69.326	299.517	23,15	1	33	21	34
IT	24,20	19,75	12,74	145.144	1.582.526	9,17	2	99	12	124
LT	10,00	0,00	0,00	29	17.311	0,00	0	0	0	6
LU	18,18	9,09	9,09	404	74.339	0,54	0	6	0	6
LV	0,00	0,00	0,00	300	4.139	7,25	0	0	1	1
MT	0,00	0,00	0,00	808	6.514	12,40	0	2	2	3
NL	15,58	7,79	2,60	337.724	1.840.448	18,35	8	64	28	72
NO	16,13	9,68	2,15	83.742	404.920	20,68	4	57	46	81
PL	24,42	12,79	2,33	2.462	399.008	0,62	1	31	4	39
PT	9,09	9,09	0,00	17.562	246.521	7,12	1	12	6	24
RO	0,00	0,00	0,00	8	61.432	ns	0	1	0	2
SK	0,00	0,00	0,00	0	12.039	0,00	0	0	0	0
SL	20,00	0,00	0,00	5.888	71.689	8,21	3	1	5	12
SV	11,29	4,03	0,81	521.686	1.311.014	39,79	5	91	52	118
UK	19,63	9,20	2,45	2.499.998	7.594.026	32,92	14	478	369	484
TOTAL 29 COUN	19,17	11,20	4,05	8.680.811	31.404.530	27,64	272	1.531	1.014	1.853
12 NMS - PL	8,54	2,44	2,44	26.816	387.073	6,93	10	18	18	45

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	237 2007/8 Listed Companies E Share Plans 2007/8	238 2007/8 Listed Companies %EO>1% 2007/8	239 2007/8 Listed Companies %EO>6% 2007/8	240 2007/8 Listed Companies %EO>20% 2007/8	241 2007/8 Listed Companies %EO>50% 2007/8	242 2007/8 % Listed Companies %EO published 2007/8	243 2007/8 % Listed Companies Stock Options 2007/8	244 2007/8 % Listed Companies Broad based plans 2007/8	245 2007/8 % Listed Companies EOwnership 2007/8	246 2007/8 % Listed Companies E Share Plans 2007/8
AT	23	19	10	6	3	18,60	32,56	37,21	60,47	53,49
BE	46	20	8	4	1	13,46	82,69	28,85	75,00	88,46
BG	1	0	0	0	0	0,00	0,00	12,50	25,00	12,50
CH	121	67	24	11	3	6,85	61,64	41,10	88,36	82,88
CY	4	4	2	1	0	40,00	80,00	60,00	80,00	80,00
CZ	4	0	0	0	0	0,00	60,00	20,00	40,00	80,00
DA	64	32	5	2	0	13,70	72,60	57,53	91,78	87,67
DE	146	81	38	20	9	4,37	59,71	35,92	76,70	70,87
EE	2	2	0	0	0	0,00	33,33	0,00	66,67	33,33
ES	42	30	18	12	5	3,81	29,52	12,38	75,24	40,00
FI	58	36	6	3	0	1,59	82,54	34,92	100,00	92,06
FR	239	172	77	53	24	70,24	82,54	82,14	88,89	94,84
GR	32	24	17	12	3	0,00	40,00	12,86	58,57	45,71
HU	9	4	1	0	0	41,67	41,67	41,67	75,00	75,00
IE	33	22	7	2	0	2,94	97,06	61,76	100,00	97,06
IT	101	67	39	30	19	1,27	63,06	7,64	78,98	64,33
LT	1	1	1	0	0	0,00	0,00	0,00	60,00	10,00
LU	7	3	3	2	1	0,00	54,55	0,00	54,55	63,64
LV	1	0	0	0	0	0,00	0,00	33,33	33,33	33,33
MT	3	0	0	0	0	0,00	40,00	40,00	60,00	60,00
NL	73	39	13	6	2	10,39	83,12	36,36	93,51	94,81
NO	72	45	17	7	1	4,30	61,29	49,46	87,10	77,42
PL	38	22	19	10	2	1,16	36,05	4,65	45,35	44,19
PT	13	12	4	1	0	3,03	36,36	18,18	72,73	39,39
RO	1	0	0	0	0	0,00	11,11	0,00	22,22	11,11
SK	1	0	0	0	0	0,00	0,00	0,00	0,00	25,00
SL	5	3	3	0	0	20,00	6,67	33,33	80,00	33,33
SV	102	54	15	7	2	4,03	73,39	41,94	95,16	82,26
UK	481	336	99	47	15	2,86	97,75	75,46	98,98	98,36
TOTAL 29 COUN	1.723	1.095	426	236	90	12,39	69,72	46,17	84,38	78,46
12 NMS - PL	32	14	7	1	0	12,20	21,95	21,95	54,88	39,02

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	247 2007/8 % Listed Compa %EO>1% 2007/8	248 2007/8 % Listed Compa %EO>6% 2007/8	249 2007/8 % Listed Compa %EO>20% 2007/8	250 2007/8 % Listed Compa %EO>50% 2007/8	251 2006/7 Employee owner numbers in liste 2006/7	252 2006/7 Employees numbers in liste 2006/7	253 2006/7 % EOwners/Emp in listed Compar 2006/7	254 2006/7 Listed Companie %EO published 2006/7	255 2006/7 Listed Companie Stock Options 2006/7	256 2006/7 Listed Companie Broad based pla 2006/7
AT	44,19	23,26	13,95	6,98	105.888	430.855	24,58	10	15	15
BE	38,46	15,38	7,69	1,92	120.257	585.060	20,55	7	41	15
BG	0,00	0,00	0,00	0,00	10	12.988	0,00	1	0	0
CH	45,89	16,44	7,53	2,05	340.330	1.458.336	23,34	9	88	59
CY	80,00	40,00	20,00	0,00	9.200	23.152	39,74	1	3	3
CZ	0,00	0,00	0,00	0,00	3.287	75.278	4,37	0	2	1
DA	43,84	6,85	2,74	0,00	59.977	392.325	15,29	11	50	35
DE	39,32	18,45	9,71	4,37	1.056.732	4.950.734	21,34	9	120	67
EE	33,33	0,00	0,00	0,00	20	12.575	0,00	0	0	0
ES	28,57	17,14	11,43	4,76	63.320	1.436.684	4,41	4	29	11
FI	57,14	9,52	4,76	0,00	145.113	536.418	27,05	2	51	21
FR	68,25	30,56	21,03	9,52	2.705.059	6.324.191	42,77	181	206	202
GR	34,29	24,29	17,14	4,29	43.307	293.922	14,73	0	24	8
HU	33,33	8,33	0,00	0,00	6.337	81.512	7,77	6	5	5
IE	64,71	20,59	5,88	0,00	64.011	280.181	22,85	1	33	19
IT	42,68	24,84	19,11	12,10	127.686	1.429.539	8,93	2	96	10
LT	10,00	10,00	0,00	0,00	18	17.576	0,00	0	0	0
LU	27,27	27,27	18,18	9,09	615	73.458	0,84	0	5	0
LV	0,00	0,00	0,00	0,00	400	4.310	9,28	0	0	1
MT	0,00	0,00	0,00	0,00	1.810	5.773	31,35	0	2	2
NL	50,65	16,88	7,79	2,60	359.955	1.831.979	19,65	10	62	28
NO	48,39	18,28	7,53	1,08	80.236	380.252	21,10	4	51	42
PL	25,58	22,09	11,63	2,33	34.820	340.291	10,23	1	24	3
PT	36,36	12,12	3,03	0,00	17.968	225.694	7,96	1	12	6
RO	0,00	0,00	0,00	0,00	13	66.341	ns	0	1	0
SK	0,00	0,00	0,00	0,00	0	10.663	0,00	0	0	0
SL	20,00	20,00	0,00	0,00	5.973	66.159	9,03	3	0	4
SV	43,55	12,10	5,65	1,61	436.017	1.213.084	35,94	4	86	49
UK	68,71	20,25	9,61	3,07	2.317.356	7.189.659	32,23	14	468	357
TOTAL 29 COUN	49,86	19,40	10,75	4,10	8.105.714	29.748.989	27,25	281	1.474	963
12 NMS - PL	17,07	8,54	1,22	0,00	27.068	376.327	7,19	11	13	16

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	257 2006/7 Listed Companies EOwnership 2006/7	258 2006/7 Listed Companies E Share Plans 2006/7	259 2006/7 Listed Companies %EO>1% 2006/7	260 2006/7 Listed Companies %EO>6% 2006/7	261 2006/7 Listed Companies %EO>20% 2006/7	262 2006/7 Listed Companies %EO>50% 2006/7	263 2006/7 % Listed Companies %EO published 2006/7	264 2006/7 % Listed Companies Stock Options 2006/7	265 2006/7 % Listed Companies Broad based plans 2006/7	266 2006/7 % Listed Companies EOwnership 2006/7
AT	26	23	19	9	5	3	23,26	34,88	34,88	60,47
BE	38	44	19	8	5	1	13,46	78,85	28,85	73,08
BG	1	0	0	0	0	0	12,50	0,00	0,00	12,50
CH	125	116	63	23	10	3	6,16	60,27	40,41	85,62
CY	4	4	4	2	1	0	20,00	60,00	60,00	80,00
CZ	2	3	0	0	0	0	0,00	40,00	20,00	40,00
DA	61	58	34	5	2	0	15,07	68,49	47,95	83,56
DE	148	142	82	38	21	10	4,37	58,25	32,52	71,84
EE	3	0	2	0	0	0	0,00	0,00	0,00	50,00
ES	76	39	25	16	10	3	3,81	27,62	10,48	72,38
FI	62	55	38	6	4	1	3,17	80,95	33,33	98,41
FR	219	235	164	75	52	22	71,83	81,75	80,16	86,90
GR	38	28	21	17	12	4	0,00	34,29	11,43	54,29
HU	9	8	4	1	0	0	50,00	41,67	41,67	75,00
IE	34	33	20	8	2	0	2,94	97,06	55,88	100,00
IT	120	96	67	43	34	23	1,27	61,15	6,37	76,43
LT	6	0	1	1	0	0	0,00	0,00	0,00	60,00
LU	5	5	3	3	2	1	0,00	45,45	0,00	45,45
LV	1	1	0	0	0	0	0,00	0,00	33,33	33,33
MT	3	3	1	0	0	0	0,00	40,00	40,00	60,00
NL	71	71	34	13	6	2	12,99	80,52	36,36	92,21
NO	76	66	43	19	7	3	4,30	54,84	45,16	81,72
PL	28	26	22	17	8	3	1,16	27,91	3,49	32,56
PT	24	12	12	5	1	0	3,03	36,36	18,18	72,73
RO	2	1	0	0	0	0	0,00	11,11	0,00	22,22
SK	0	1	0	0	0	0	0,00	0,00	0,00	0,00
SL	11	3	4	3	0	0	20,00	0,00	26,67	73,33
SV	116	95	56	17	6	3	3,23	69,35	39,52	93,55
UK	478	471	330	102	52	21	2,86	95,71	73,01	97,75
TOTAL 29 COUN	1.787	1.639	1.068	431	240	103	12,80	67,12	43,85	81,38
12 NMS - PL	42	24	16	7	1	0	13,41	15,85	19,51	51,22

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	267 2006/7 % Listed Companies E Share Plans 2006/7	268 2006/7 % Listed Companies %EO>1% 2006/7	269 2006/7 % Listed Companies %EO>6% 2006/7	270 2006/7 % Listed Companies %EO>20% 2006/7	271 2006/7 % Listed Companies %EO>50% 2006/7	272 2005/6 Listed Companies %EO published 2005/6	273 2005/6 Listed Companies Stock Options 2005/6	274 2005/6 Listed Companies Broad based plans 2005/6	275 2005/6 Listed Companies EOwnership 2005/6	276 2005/6 Listed Companies E Share Plans 2005/6
AT	53,49	44,19	20,93	11,63	6,98	9	14	12	23	20
BE	84,62	36,54	15,38	9,62	1,92	6	40	13	36	43
BG	0,00	0,00	0,00	0,00	0,00	1	0	0	1	0
CH	79,45	43,15	15,75	6,85	2,05	8	83	47	126	109
CY	80,00	80,00	40,00	20,00	0,00	2	3	3	3	4
CZ	60,00	0,00	0,00	0,00	0,00	0	2	1	1	3
DA	79,45	46,58	6,85	2,74	0,00	11	45	30	56	53
DE	68,93	39,81	18,45	10,19	4,85	11	107	61	140	131
EE	0,00	33,33	0,00	0,00	0,00	0	0	0	3	0
ES	37,14	23,81	15,24	9,52	2,86	5	25	7	66	30
FI	87,30	60,32	9,52	6,35	1,59	1	50	15	61	54
FR	93,25	65,08	29,76	20,63	8,73	169	202	176	203	229
GR	40,00	30,00	24,29	17,14	5,71	0	22	6	32	24
HU	66,67	33,33	8,33	0,00	0,00	6	4	4	9	8
IE	97,06	58,82	23,53	5,88	0,00	1	31	19	32	31
IT	61,15	42,68	27,39	21,66	14,65	2	86	8	117	86
LT	0,00	10,00	10,00	0,00	0,00	0	0	0	5	0
LU	45,45	27,27	27,27	18,18	9,09	0	4	0	6	4
LV	33,33	0,00	0,00	0,00	0,00	0	0	0	1	1
MT	60,00	20,00	0,00	0,00	0,00	0	2	2	3	3
NL	92,21	44,16	16,88	7,79	2,60	9	59	26	67	65
NO	70,97	46,24	20,43	7,53	3,23	5	46	39	75	61
PL	30,23	25,58	19,77	9,30	3,49	2	17	3	20	19
PT	36,36	36,36	15,15	3,03	0,00	2	12	6	21	12
RO	11,11	0,00	0,00	0,00	0,00	0	0	0	2	0
SK	25,00	0,00	0,00	0,00	0,00	0	0	0	0	1
SL	20,00	26,67	20,00	0,00	0,00	2	0	4	10	3
SV	76,61	45,16	13,71	4,84	2,42	3	81	44	108	92
UK	96,32	67,48	20,86	10,63	4,29	17	455	349	471	456
TOTAL 29 COUN	74,64	48,63	19,63	10,93	4,69	272	1.390	875	1.698	1.542
12 NMS - PL	29,27	19,51	8,54	1,22	0,00	11	11	14	38	23

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	277 2005/6 Listed Companies %EO>1% 2005/6	278 2005/6 Listed Companies %EO>6% 2005/6	279 2005/6 Listed Companies %EO>20% 2005/6	280 2005/6 Listed Companies %EO>50% 2005/6	281 2005/6 % Listed Companies %EO published 2005/6	282 2005/6 % Listed Companies Stock Options 2005/6	283 2005/6 % Listed Companies Broad based plans 2005/6	284 2005/6 % Listed Companies E Ownership 2005/6	285 2005/6 % Listed Companies E Share Plans 2005/6	286 2005/6 % Listed Companies %EO>1% 2005/6
AT	14	9	5	3	20,93	32,56	27,91	53,49	46,51	32,56
BE	16	6	5	1	11,54	76,92	25,00	69,23	82,69	30,77
BG	0	0	0	0	12,50	0,00	0,00	12,50	0,00	0,00
CH	48	19	7	1	5,48	56,85	32,19	86,30	74,66	32,88
CY	3	2	1	0	40,00	60,00	60,00	60,00	80,00	60,00
CZ	0	0	0	0	0,00	40,00	20,00	20,00	60,00	0,00
DA	24	5	2	0	15,07	61,64	41,10	76,71	72,60	32,88
DE	64	27	13	5	5,34	51,94	29,61	67,96	63,59	31,07
EE	1	0	0	0	0,00	0,00	0,00	50,00	0,00	16,67
ES	21	13	7	3	4,76	23,81	6,67	62,86	28,57	20,00
FI	34	7	4	3	1,59	79,37	23,81	96,83	85,71	53,97
FR	152	65	39	11	67,06	80,16	69,84	80,56	90,87	60,32
GR	19	15	8	3	0,00	31,43	8,57	45,71	34,29	27,14
HU	3	1	1	0	50,00	33,33	33,33	75,00	66,67	25,00
IE	16	8	3	0	2,94	91,18	55,88	94,12	91,18	47,06
IT	66	46	34	21	1,27	54,78	5,10	74,52	54,78	42,04
LT	1	1	1	0	0,00	0,00	0,00	50,00	0,00	10,00
LU	3	3	2	1	0,00	36,36	0,00	54,55	36,36	27,27
LV	0	0	0	0	0,00	0,00	0,00	33,33	33,33	0,00
MT	1	0	0	0	0,00	40,00	40,00	60,00	60,00	20,00
NL	27	14	5	2	11,69	76,62	33,77	87,01	84,42	35,06
NO	36	18	8	2	5,38	49,46	41,94	80,65	65,59	38,71
PL	15	11	5	3	2,33	19,77	3,49	23,26	22,09	17,44
PT	10	5	1	0	6,06	36,36	18,18	63,64	36,36	30,30
RO	0	0	0	0	0,00	0,00	0,00	22,22	0,00	0,00
SK	0	0	0	0	0,00	0,00	0,00	0,00	25,00	0,00
SL	3	3	1	0	13,33	0,00	26,67	66,67	20,00	20,00
SV	46	13	3	1	2,42	65,32	35,48	87,10	74,19	37,10
UK	300	106	52	18	3,48	93,05	71,37	96,32	93,25	61,35
TOTAL 29 COUN	923	397	207	78	12,39	63,30	39,85	77,32	70,22	42,03
12 NMS - PL	12	7	4	0	13,41	13,41	17,07	46,34	28,05	14,63

Data on employee ownership in European countries
(29 countries - 2.467 largest European companies - 32.6 million employees)

Countries	287	288	289	290	291	292	293
	2005/6	2005/6	2005/6	2009/10	2008/9	2007/8	2006/7
	% Listed Comp %EO>6% 2005/6	% Listed Comp %EO>20% 2005/6	% Listed Comp %EO>50% 2005/6	Non-listed Comp numbers 2009/10	Non-listed Comp numbers 2008/9	Non-listed Comp numbers 2007/8	Non-listed Comp numbers 2006/7
AT	20,93	11,63	6,98	1	1	1	1
BE	11,54	9,62	1,92	0	0	1	2
BG	0,00	0,00	0,00	2	2	0	0
CH	13,01	4,79	0,68	0	0	0	0
CY	40,00	20,00	0,00	0	0	0	0
CZ	0,00	0,00	0,00	26	26	26	26
DA	6,85	2,74	0,00	1	1	1	1
DE	13,11	6,31	2,43	2	2	2	2
EE	0,00	0,00	0,00	0	0	0	0
ES	12,38	6,67	2,86	63	57	43	22
FI	11,11	6,35	4,76	0	0	0	0
FR	25,79	15,48	4,37	81	81	77	63
GR	21,43	11,43	4,29	0	0	0	0
HU	8,33	8,33	0,00	9	9	9	9
IE	23,53	8,82	0,00	1	1	1	1
IT	29,30	21,66	13,38	34	35	36	37
LT	10,00	10,00	0,00	0	0	0	0
LU	27,27	18,18	9,09	0	0	0	0
LV	0,00	0,00	0,00	0	0	0	0
MT	0,00	0,00	0,00	0	0	0	0
NL	18,18	6,49	2,60	2	2	2	1
NO	19,35	8,60	2,15	0	0	0	0
PL	12,79	5,81	3,49	1	1	1	1
PT	15,15	3,03	0,00	0	0	0	0
RO	0,00	0,00	0,00	0	0	0	0
SK	0,00	0,00	0,00	3	3	3	0
SL	20,00	6,67	0,00	8	8	8	9
SV	10,48	2,42	0,81	0	0	0	0
UK	21,68	10,63	3,68	37	31	31	32
TOTAL 29 COUN	18,08	9,43	3,55	271	260	242	207
12 NMS - PL	8,54	4,88	0,00	48	48	46	44

AUSTRIA

AT L Agrana Beteiligungs
 AT L Allg.Baugesellschaft - A.Porr
 AT L Andritz
 AT L AT&S
 AT L A-Tec Industries
 AT L Austriamicrosystems
 AT L AvW Invest
 AT L Bank für Kärnten und Steiermark
 AT L Bank für Tirol und Vorarlberg
 AT L Betandwin.com Int.Entertainment
 AT L BWT
 AT L Cat Oil
 AT L Christ Water Technology
 AT L Constantia-Verpackungen
 AT L Erste Bank der Oesterr.Sparkasse
 AT L EVN
 AT L Flughafen Wien
 AT L Intercell
 AT L Kapsch Trafficcom
 AT L KTM Power Sports
 AT L Lenzing
 AT L Mayr-Melnhof Karton
 AT L Oberbank
 AT L Oesterreichische Post
 AT L OMV
 AT L Ottakringer Getränke
 AT L Palfinger
 AT L Polytec Holding
 AT L Raiffeisen International
 AT L RHI (Didier-Werke)
 AT L Rosenbauer International
 AT L Schoeller-Bleckmann
 AT L Semperit
 AT L Strabag
 AT L Telekom Austria
 AT L Uniqa Versicherungen
 AT L Verbundgesellschaft
 AT L Voestalpine
 AT L Vorarlberger Kraftwerke
 AT L Warimpex
 AT L Wiener Städtische
 AT L Wienerberger
 AT L Zumtobel
 AT NL AMAG

BELGIUM

BE L AB InBev
 BE L Ablynx
 BE L Ackermans & Van Haaren
 BE L Agfa Gevaert
 BE L Arseus
 BE L Atenor
 BE L Barco
 BE L Bekaert

BE L Belgacom
 BE L CFE
 BE L CMB
 BE L Colruyt
 BE L Deceuninck
 BE L Delhaize Group
 BE L Devgen
 BE L Dexia
 BE L Dieteren
 BE L Duvel Moortgat
 BE L Econocom
 BE L Elia
 BE L Euronav
 BE L EVS Broadcast Equipment
 BE L Exmar
 BE L Fluxys
 BE L Fortis
 BE L GBL
 BE L GIMV
 BE L Hamon
 BE L Hansen Transmissions
 BE L IBA
 BE L KBC
 BE L Kinopolis Group
 BE L Lotus Bakeries
 BE L Melexis
 BE L Mobistar
 BE L Movetis
 BE L Omega Pharma
 BE L Option
 BE L Punch International
 BE L Recticel
 BE L Roularta
 BE L Sioen
 BE L Sipef
 BE L Solvay
 BE L Spadel
 BE L Telenet Group
 BE L Tessenderlo
 BE L Thrombogenics
 BE L UCB
 BE L Umicore
 BE L Van de Velde
 BE L VPK Packaging

BULGARIA

BG L Bulgarian American Credit Bank
 BG L Central Cooperative Bank
 BG L Chimimport
 BG L Corporate Commercial Bank
 BG L First Investment Bank
 BG L Petrol AD
 BG L Sopharma
 BG L Zarneni Hrani Bulgaria
 BG NL Nov svyat

BG NL TPKE Viktoria

SWITZERLAND

CH L ABB
 CH L Acino
 CH L Actelion
 CH L Adecco
 CH L Advanced Digital Broadcast
 CH L Affichage
 CH L Agta Record
 CH L Allreal
 CH L Alpiq Holding
 CH L Also
 CH L Arbonia
 CH L Aryzta
 CH L Ascom
 CH L Bachem
 CH L Baloise
 CH L Bank CA St.Gallen
 CH L Bank Coop AG
 CH L Bank Linth
 CH L Barry Callebaut
 CH L Baselland KB
 CH L Basilea
 CH L Basler KB PS
 CH L BC Geneve
 CH L BC Vaud
 CH L Belimo
 CH L Bell Holding
 CH L Bellevue Group
 CH L Berner Kantonalbank
 CH L BKW FMB Energie
 CH L Bobst
 CH L Bucher
 CH L Burckhardt Compression
 CH L Cham Paper
 CH L Charles Voegelé
 CH L CKW
 CH L Clariant
 CH L Coltene
 CH L Compagnie Financière Tradition
 CH L Conzzeta Holding
 CH L Cosmo
 CH L CPH
 CH L Crédit Suisse Group
 CH L Cytos
 CH L Daetwyler
 CH L Datacolor
 CH L Dottikon
 CH L Dufry
 CH L Edipresse
 CH L EFG International
 CH L Elektrizitaets-Gesell. Laufenburg
 CH L Emmi
 CH L Ems-Chemie

CH	L	Energiedienst	CH	L	Rothschild	CZ	NL	Dipro
CH	L	Evolva	CH	L	Santhera	CZ	NL	Drevotvar Znojmo
CH	L	Fischer	CH	L	Sarasin	CZ	NL	Drevozpracujici vyrobní družstvo
CH	L	Flughafen Zuerich	CH	L	Schindler	CZ	NL	Drupol
CH	L	Forbo	CH	L	Schulthess	CZ	NL	Ekon
CH	L	Galenica	CH	L	Schweiter	CZ	NL	Elektro Becov
CH	L	Gategroup	CH	L	SGS	CZ	NL	Elko
CH	L	Geberit	CH	L	Siegfried	CZ	NL	Granat
CH	L	Givaudan	CH	L	Sika	CZ	NL	Horacke kovodruzstvo Trebic
CH	L	Graubuender KB	CH	L	Sonova	CZ	NL	Irisa
CH	L	Gurit	CH	L	St. Galler KB	CZ	NL	JAS
CH	L	Helvetia Patria	CH	L	Straumann	CZ	NL	Kovodruzstvo
CH	L	Highlight Communications	CH	L	Sulzer	CZ	NL	Kovoplast
CH	L	Holcim	CH	L	Swatch Group	CZ	NL	Lidokov
CH	L	Huber and Suhner	CH	L	Swiss Life Holding	CZ	NL	Mechanika Praha
CH	L	Hypo Lenzburg	CH	L	Swiss RE	CZ	NL	Mechanika Prostějov
CH	L	Implenia	CH	L	Swiss Steel	CZ	NL	Modeva
CH	L	Inficon	CH	L	Swisscom	CZ	NL	Obzor
CH	L	Interroll	CH	L	Swisslog	CZ	NL	Otava
CH	L	Intershop	CH	L	Swissquote	CZ	NL	Plzenske Dilo
CH	L	Julius Baer	CH	L	Syngenta	CZ	NL	Snezka Nachod
CH	L	Jungfrauabahn	CH	L	Tamedia	CZ	NL	Styl Plzen
CH	L	Kaba	CH	L	Tecan Group	CZ	NL	Vkus Jicin
CH	L	Kardex	CH	L	Temenos Group	CZ	NL	Vyvoj Trest
CH	L	Komax	CH	L	UBS			
CH	L	Kudelski	CH	L	Valartis Bank			
CH	L	Kuehne & Nagel	CH	L	Valiant			
CH	L	Kuoni	CH	L	Valora			
CH	L	Lem	CH	L	Vetropack			
CH	L	Liechtensteinische Landesbank	CH	L	Von Roll			
CH	L	Lindt	CH	L	Vontobel			
CH	L	Logitech	CH	L	Winterthur Technologie			
CH	L	Lonza	CH	L	Ypsomed			
CH	L	Luzerner KB	CH	L	Zehnder			
CH	L	Metall Zug	CH	L	Zueblin Immobilien			
CH	L	Meyer Burger	CH	L	Zuger KB			
CH	L	Micronas	CH	L	Zurich Financial Services			
CH	L	Mobilezone	(LI)	L	VPB Vaduz			
CH	L	Mobimo						
CH	L	Nationale Suisse						
CH	L	Nestle						
CH	L	Neue Aargauer Bank						
CH	L	Nobel Biocare						
CH	L	Novartis						
CH	L	Oerlikon						
CH	L	Orell Fuessli						
CH	L	Panalpina						
CH	L	Petroplus						
CH	L	Phoenix Mecano						
CH	L	Precious Woods						
CH	L	Publigroupe						
CH	L	Raetia Energie						
CH	L	Richemont						
CH	L	Rieter						
CH	L	Roche						
CH	L	Romande Energie						

DENMARK

DA	L	A.P. Møller - Mærsk
DA	L	ALK-Abelló
DA	L	Alm. Brand
DA	L	Amagerbanken
DA	L	Atlantic Petroleum
DA	L	Auriga Industries
DA	L	Bang & Olufsen
DA	L	BankNordik
DA	L	Bavarian Nordic
DA	L	Capinordic
DA	L	Carlsberg
DA	L	Coloplast
DA	L	D/S Norden
DA	L	D/S Torm
DA	L	Danisco
DA	L	Danske Bank
DA	L	DFDS
DA	L	DLH
DA	L	DSV
DA	L	Ebh Bank
DA	L	Eik Banki
DA	L	FLSmidth & Co
DA	L	Flügger
DA	L	Genmab
DA	L	GN Store Nord
DA	L	Greentech Energy Systems
DA	L	Grønlandsbanken
DA	L	H. Lundbeck

CYPRUS

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

CZECH REPUBLIC

CZ	L	CEZ
CZ	L	Komerční Banka
CZ	L	New World Resources
CZ	L	Telefonica O2
CZ	L	Unipetrol
CZ	NL	Cyklos
CZ	NL	Dipra

DA	L	H+H International	DE	L	Altana	DE	L	ElingKlinger
DA	L	IC Companys	DE	L	Andreae-Noris Zahn	DE	L	Energie Baden-Wuerttemberg
DA	L	Jeudan	DE	L	Audi	DE	L	EnviTec Biogas
DA	L	Jyske Bank	DE	L	Aurubis	DE	L	Epcos
DA	L	Københavns Lufthavne CPH	DE	L	Axel Springer	DE	L	Ergo Versicherungsgruppe
DA	L	LifeCycle Pharma	DE	L	Baader Wertpapierhandelsbank	DE	L	Euwax Broker
DA	L	Mols-Linien	DE	L	Balda	DE	L	Evotec
DA	L	Monberg. & Thorsen	DE	L	BASF	DE	L	Fielmann
DA	L	NeuroSearch	DE	L	Bauer	DE	L	Francotyp-Postalia
DA	L	NKT Holding	DE	L	Bayer	DE	L	Fraport
DA	L	Nordicom	DE	L	BayWa	DE	L	Freetnet
DA	L	Nordjyske Bank	DE	L	Beate Uhse	DE	L	Fresenius
DA	L	Nørresundby Bank	DE	L	Bechtle	DE	L	Fresenius Medical Care
DA	L	Novo Nordisk	DE	L	Beiersdorf	DE	L	Fuchs Petrolub
DA	L	Novozymes	DE	L	Berlin-Hannoversche Hypo.	DE	L	GEA Group
DA	L	Østasiatiske Kompagni	DE	L	Bertrandt	DE	L	Gelsenwasser
DA	L	Parken	DE	L	Bijou Brigitte	DE	L	Gerresheimer
DA	L	Per Aarsleff	DE	L	Bilfinger Berger	DE	L	Gerry Weber International
DA	L	Ringkjøbing Landbobank	DE	L	Biotest	DE	L	GfK
DA	L	Rockwool International	DE	L	BKN BioKraftstoff	DE	L	Gildemeister
DA	L	Royal Unibrew	DE	L	BMW	DE	L	Grammer
DA	L	Sanistaal	DE	L	Boewe Systec	DE	L	Grenkeleasing
DA	L	SAS	DE	L	Carl Zeiss Meditec	DE	L	H&R Wasag
DA	L	Schouw & Co	DE	L	Celesio	DE	L	Hamburger Hafen und Logistik
DA	L	SimCorp	DE	L	Centrotec Sustainable	DE	L	Hannover Rueckversicherung
DA	L	Sjælsø Gruppen	DE	L	Centrotherm Photovoltaics	DE	L	Hawesko Holding
DA	L	Solar	DE	L	Comdirect Bank	DE	L	Heidelberg Cement
DA	L	Søndagsavisen	DE	L	Commerzbank	DE	L	Heidelberger Druckmaschinen
DA	L	Spar Nord Bank	DE	L	CompuGROUP	DE	L	Henkel
DA	L	Sparbank	DE	L	Conergy	DE	L	Hochtief
DA	L	Sparekassen Faaborg	DE	L	Constantin Medien	DE	L	Homag Group
DA	L	Sparekassen Himmerland	DE	L	Continental	DE	L	Hornbach Holding
DA	L	Sparekassen Lolland	DE	L	CropEnergies	DE	L	Hornbach-Baumarkt
DA	L	Sydbank	DE	L	CTS Eventim	DE	L	HSBC Trinkaus und Burkhardt
DA	L	TDC	DE	L	Curanum	DE	L	Hugo Boss
DA	L	Thrane & Thrane	DE	L	D+S Europe	DE	L	Hymer
DA	L	Tivoli	DE	L	DAB Bank	DE	L	Hypo Real Estate
DA	L	TK Development	DE	L	Daimler	DE	L	IKB Deutsche Industriebank
DA	L	Topdanmark	DE	L	Delticom	DE	L	Indus Holding
DA	L	TopoTarget	DE	L	Demag Cranes	DE	L	Infineon
DA	L	TrygVesta	DE	L	Deutsche Bank	DE	L	Interhyp
DA	L	United Plantation Berhad	DE	L	Deutsche Boerse	DE	L	Interseroh
DA	L	Vestas Wind Systems	DE	L	Deutsche Post	DE	L	IVG Immobilien
DA	L	Vestjysk Bank	DE	L	Deutsche Postbank	DE	L	Jenoptik
DA	L	William Demant Holding	DE	L	Deutsche Telekom	DE	L	Jungheinrich
DA	NL	Unimerco	DE	L	Deutsche Wohnen	DE	L	K + S

GERMANY

DE	L	Aareal Bank	DE	L	Deutz	DE	L	Kabel Deutschland
DE	L	adidas-Salomon	DE	L	Douglas Holding	DE	L	KAP-Beteiligungs
DE	L	AdLINK Internet Media	DE	L	Draegerwerk	DE	L	Kizoo
DE	L	ADVA Optical Networking	DE	L	Drillisch	DE	L	Kloeckner & Co
DE	L	Aixtron	DE	L	Duerr	DE	L	Kloeckner-Werke
DE	L	Allg.Gold- Und Silber.	DE	L	DVB Bank	DE	L	Koenig & Bauer
DE	L	Allianz	DE	L	Dyckerhoff	DE	L	Kontron
			DE	L	E.ON	DE	L	Krones
			DE	L	Eisen- und Huettenwerke	DE	L	KSB
			DE	L	Elexis	DE	L	KUKA

DE	L	KWS Saat	DE	L	SolarWorld	ES	L	Banco de Valencia
DE	L	Landesbank Berlin	DE	L	Solon	ES	L	Banco Guipuzcoano
DE	L	Lanxess	DE	L	STADA Arzneimittel	ES	L	Banco Pastor
DE	L	Lechwerke	DE	L	STINAG Stuttgart Invest	ES	L	Banco Popular Espanol
DE	L	Leoni	DE	L	Stratec Biomedical Systems	ES	L	Banco Sabadell
DE	L	Linde	DE	L	Sued-Chemie	ES	L	Banco Santander Central Hisp.
DE	L	Loewe	DE	L	Suedzucker	ES	L	Banesto
DE	L	Lufthansa	DE	L	Surteco	ES	L	Bankinter
DE	L	Man	DE	L	Symrise	ES	L	Baron de Ley
DE	L	Mannheimer	DE	L	Takkt	ES	L	Befesa
DE	L	Manz Automation	DE	L	Telegate	ES	L	Bolsas y Mercados Espanoles
DE	L	Marseille Kliniken	DE	L	ThyssenKrupp	ES	L	Campofrio
DE	L	Medigene NA	DE	L	Tognum	ES	L	Cementos Portland Valderrivas
DE	L	Medion	DE	L	TUI	ES	L	Cepsa
DE	L	Merck KGaA	DE	L	United Internet	ES	L	Cia Vinicola del Norte de Espana
DE	L	Metro	DE	L	Varta	ES	L	Cie Automotive
DE	L	MLP	DE	L	VBH Holding	ES	L	Clinica Baviera
DE	L	Morphosys	DE	L	Verbio	ES	L	Codere
DE	L	MTU Aero Engines	DE	L	Versatel	ES	L	Colonial (ex-Inmocaral)
DE	L	Munich Re	DE	L	Villeroy & Boch	ES	L	Construciones y Auxiliar de Ferro.
DE	L	MVV Energie	DE	L	Vivacon	ES	L	Corporacion Dermooestetica
DE	L	Nemetschek	DE	L	Volkswagen	ES	L	Criteria Caixa Corp
DE	L	Nordex	DE	L	Vossloh	ES	L	Duro Felguera
DE	L	Nuernberger Beteiligungs	DE	L	VTG	ES	L	Ebro Puleva
DE	L	OHB Technology	DE	L	Wacker Chemie	ES	L	Elecnor
DE	L	Oldenburgische Landesbank	DE	L	Wacker Neuson	ES	L	Enagas
DE	L	Patrizia Immobilien	DE	L	WashTec	ES	L	ENCE
DE	L	Pfeiffer Vacuum	DE	L	Wincor Nixdorf	ES	L	Endesa
DE	L	Pfleiderer	DE	L	Wire Card	ES	L	Ercros
DE	L	Phoenix Solar	DE	L	WMF	ES	L	Europac
DE	L	Porsche	DE	L	Wuestenrot & Wuerttembergische	ES	L	Faes Farma
DE	L	Praktiker	DE	NL	Der Spiegel	ES	L	FCC
DE	L	ProSiebenSAT.1 Media	DE	NL	Martin Hoppmann	ES	L	Fersa Energias Renovables
DE	L	Puma				ES	L	Fluidra
DE	L	Q-Cells				ES	L	Gamesa
DE	L	QSC				ES	L	Gas Natural Fenosa
DE	L	R. Stahl				ES	L	General de Alquiler de Maquinaria
DE	L	Rational				ES	L	Grifols
DE	L	Repower				ES	L	Grupo ACS
DE	L	Rheinmetall				ES	L	Grupo Catalana de Occidente
DE	L	Rhoen-Klinikum				ES	L	Grupo Ferrovial
DE	L	Roth & Rau				ES	L	Grupo Tavex
DE	L	RWE				ES	L	Iberdrola
DE	L	Salzgitter				ES	L	Iberdrola Renovables
DE	L	SAP				ES	L	Iberia
DE	L	Sartorius				ES	L	Iberpapel
DE	L	Schmack Biogas				ES	L	Inditex
DE	L	SGL Carbon				ES	L	Indra
DE	L	Siemens				ES	L	Jazztel
DE	L	Simona				ES	L	La Seda
DE	L	Singulus Technologies				ES	L	Laboratorios Almirall
DE	L	Sixt				ES	L	Laboratorios Rovi
DE	L	Sky Deutschland				ES	L	Mapfre
DE	L	SMA Solar Technology				ES	L	Mecalux
DE	L	Software AG				ES	L	Metrovacesa
DE	L	Solar Millennium				ES	L	Miquel y Costas & Miquel

ESTONIA

EE	L	Harju Elekter
EE	L	Merko Ehitus
EE	L	Olympic Entertainment Group
EE	L	Tallink Grupp
EE	L	Tallinna Kaubamaja
EE	L	Tallinna Vesi

SPAIN

ES	L	Abengoa
ES	L	Abertis
ES	L	Acciona
ES	L	Acerinox
ES	L	Adolfo Dominguez
ES	L	Aguas de Barcelona AGBAR
ES	L	Amadeus
ES	L	Amper
ES	L	Antena3TV
ES	L	Avanzit
ES	L	Banco Bilbao Vizcaya

ES	L	Montebalito	ES	NL	Electra Vitoria	FI	L	Cargotec
ES	L	Natra	ES	NL	Electrolumen	FI	L	Citycon
ES	L	Natraceutical	ES	NL	Florida	FI	L	Comptel
ES	L	NH Hoteles	ES	NL	Fomento de proteccion y segur.	FI	L	Cramo
ES	L	Obrascon Huarte Lain	ES	NL	Frenos Iruna	FI	L	Elcoteq
ES	L	Pescanova	ES	NL	Fundiciones Especiales Zafra	FI	L	Elektrobit Group
ES	L	Prisa	ES	NL	Fundiciones San Vicente	FI	L	Elisa
ES	L	Prosegur	ES	NL	Global Salcai Utinsa	FI	L	Finnair
ES	L	Quabit	ES	NL	Goizper	FI	L	Finnlines
ES	L	Realia	ES	NL	Grup La Pau	FI	L	Fiskars
ES	L	Red Electrica	ES	NL	Grupo Sorolla	FI	L	Fortum
ES	L	Renta 4 Serv	ES	NL	Helechos	FI	L	F-Secure
ES	L	Renta Corporacion	ES	NL	Industrias Laneko	FI	L	Glaston
ES	L	Repsol YPF	ES	NL	Itaca Construcciones	FI	L	HKScan
ES	L	Reyal Urbis	ES	NL	ITMA	FI	L	Huhtamäki
ES	L	Sacyr Vallehermoso	ES	NL	IZAR Herramientas de	FI	L	Kemira
ES	L	San Jose	ES	NL	Amorebieta	FI	L	Kesko
ES	L	Service Point Solutions	ES	NL	Juan Comenius	FI	L	Kone
ES	L	Sniace	ES	NL	Katea Legaia	FI	L	Konecranes
ES	L	Sol Melia	ES	NL	KIBO Peluqueros	FI	L	Lassila & Tikanoja
ES	L	Solaria	ES	NL	La Productora	FI	L	Lemminkäinen
ES	L	SOS Cuetara	ES	NL	La Vola Comp.Serveis Ambientals	FI	L	Metso
ES	L	Sotogrande	ES	NL	Lan-Mobel	FI	L	M-real
ES	L	Tecnicas Reunidas	ES	NL	Larcovi	FI	L	Neste Oil
ES	L	Tecnocom	ES	NL	Macrosad	FI	L	Nokia
ES	L	Telecinco	ES	NL	Maderas San Rafael	FI	L	Nokian Renkaat
ES	L	Telefonica	ES	NL	Mondragon Corp.Cooperativa	FI	L	Olvi
ES	L	Tubacex	ES	NL	Nor Rubber	FI	L	Orion
ES	L	Tubos Reunidos	ES	NL	Novacero	FI	L	Outokumpu
ES	L	Unipapel	ES	NL	Passco	FI	L	Outotec
ES	L	Uralita	ES	NL	Puertas Artevi	FI	L	PKC Group
ES	L	Urbas	ES	NL	Puertas Proma	FI	L	Pohjola Bank
ES	L	Vidrala	ES	NL	Puertas Visel	FI	L	Ponsse
ES	L	Viscofan	ES	NL	Rpk	FI	L	Pöyry
ES	L	Vocento	ES	NL	Senda Animacion	FI	L	Raisio Vaihto-osake
ES	L	Vueling Airlines	ES	NL	Servicon Terrassa	FI	L	Ramirent
ES	L	Zardoya Otis	ES	NL	Sherco Staff Hotel Ett	FI	L	Rapala VMC
ES	L	Zeltia	ES	NL	Suara Cooperativa	FI	L	Rautaruukki
ES	NL	Abacus Cooperativa	ES	NL	Textils Mora	FI	L	Ruukki Group
ES	NL	Acyco Aceitunas y Conservas	ES	NL	Tornilleria Deba	FI	L	Sampo
ES	NL	Aerosur	ES	NL	Transportes del Puerto de	FI	L	Sanoma
ES	NL	Agintzari	ES	NL	Pasajes	FI	L	Sanoma
ES	NL	Ambulancias Barbate	ES	NL	Transports Urbans de Sabadell	FI	L	Sponda
ES	NL	Arrasate-G Taldea	ES	NL	Transports Urbans i Serveis Gen.	FI	L	SRV
ES	NL	Artysan	ES	NL	Trans-Vol	FI	L	Stockmann
ES	NL	Autosol	ES	NL	Ufemex	FI	L	Stora Enso
ES	NL	Ayuda a domicilio de Murcia	ES	NL	Vitrinor	FI	L	Talvivaara Mining
ES	NL	Betsaide				FI	L	Technopolis
ES	NL	Burdinola				FI	L	Tekla
ES	NL	Claros	FI	L	Ahlstrom	FI	L	TietoEnator
ES	NL	Colegio Echeyde	FI	L	Aktia	FI	L	UPM-Kymmene
ES	NL	Colegio Gredos San Diego	FI	L	Alma Media	FI	L	Uponor
ES	NL	Collegio Malvar	FI	L	Amer Sports	FI	L	Vacon
ES	NL	Comp.Transp.Urbano Pamplona	FI	L	Atria Yhtymä	FI	L	Vaisala
ES	NL	Divina Aurora	FI	L	Basware	FI	L	Viking Line
ES	NL	Ekin	FI	L	CapMan	FI	L	Wärtsilä
						FI	L	YIT

FINLAND

FRANCE

FR	L	ABC Arbitrage	FR	L	Carrefour	FR	L	Groupe Flo
FR	L	Accor	FR	L	Casino	FR	L	Groupe Gascogne
FR	L	Adenclassifieds	FR	L	Cegedim	FR	L	Groupe Go Sport
FR	L	Aeroports de Paris	FR	L	Cegid	FR	L	Groupe Partouche
FR	L	Affine	FR	L	CFAO	FR	L	Groupe Steria
FR	L	Afone	FR	L	CFCAL	FR	L	Groupe Vial
FR	L	Air France - KLM	FR	L	CGG Veritas	FR	L	Guerbet
FR	L	Air Liquide	FR	L	Chargeurs	FR	L	Haulotte
FR	L	Alcatel-Lucent	FR	L	Christian Dior	FR	L	Havas
FR	L	Ales Groupe	FR	L	Crédit Industriel et Commercial	FR	L	Hermes International
FR	L	Alstom	FR	L	Ciments Français	FR	L	Hi-Media
FR	L	Altarea	FR	L	Club Mediterranee	FR	L	Icade
FR	L	Alten	FR	L	CNIM Construction	FR	L	Iliad
FR	L	Altran	FR	L	CNP Assurances	FR	L	Imerys
FR	L	ANF	FR	L	Cofitem-Cofimur	FR	L	IMS
FR	L	April Group	FR	L	Colas	FR	L	Ingenico
FR	L	Archos	FR	L	Compagnie des Alpes	FR	L	Inter Parfums
FR	L	Areva	FR	L	Crédit Agricole	FR	L	Internationale Plantations Heveas
FR	L	Arkema	FR	L	Damartex	FR	L	Ipsen
FR	L	Assystem	FR	L	Dassault Aviation	FR	L	Ipsos
FR	L	Atari	FR	L	Dassault Systèmes	FR	L	Jacquet Metals
FR	L	Atos Origin	FR	L	Delachaux	FR	L	JCDecaux
FR	L	Audika	FR	L	Derichebourg	FR	L	Kaufman & Broad
FR	L	Aufeminin.com	FR	L	Devoteam	FR	L	Korian
FR	L	Aurea	FR	L	EDF	FR	L	LaCie
FR	L	Autoroutes PRR	FR	L	EDF Energies Nouvelles	FR	L	Lafarge
FR	L	Avenir Telecom	FR	L	Eiffage	FR	L	Lagardère
FR	L	Aviation Latécoère	FR	L	Electricité de Strasbourg	FR	L	Laurent-Perrier
FR	L	Axa	FR	L	Entrepose Contracting	FR	L	LDC
FR	L	Bains Mer Monaco	FR	L	Eramet	FR	L	Lectra
FR	L	Banque de la Reunion	FR	L	Essilor	FR	L	Legrand
FR	L	Banque Paribas	FR	L	Etam Developpement	FR	L	Les Nouveaux Constructeurs
FR	L	Belvédère	FR	L	Euler Hermes	FR	L	Linedata Services
FR	L	Beneteau	FR	L	Euro Disney SCA	FR	L	Lisi
FR	L	Bic	FR	L	Eurofins	FR	L	Locindus
FR	L	bioMerieux	FR	L	Eurotunnel	FR	L	L'Oréal
FR	L	BNP Paribas	FR	L	Eutelsat	FR	L	LVL Medical Groupe
FR	L	Boiron	FR	L	Exel Industries	FR	L	LVMH
FR	L	Boizel Chanoine	FR	L	Faiveley	FR	L	M6-Metropole TV
FR	L	Bolloré	FR	L	Faurecia	FR	L	Maisons France Confort
FR	L	Bonduelle	FR	L	FDL	FR	L	Manitou BF
FR	L	Bongrain	FR	L	Fimalac	FR	L	Manutan
FR	L	Bourbon	FR	L	Fleury Michon	FR	L	Maurel et Prom
FR	L	Boursorama	FR	L	Foncière Euris	FR	L	Meetic
FR	L	Bouygues	FR	L	France Telecom	FR	L	Mercialys
FR	L	Bricorama	FR	L	Fromageries Bel	FR	L	Mersen
FR	L	Bull	FR	L	GameLoft	FR	L	Metabolic Explorer
FR	L	Bureau Veritas	FR	L	Gaumont	FR	L	Michelin
FR	L	Burelle	FR	L	GDF Suez	FR	L	Montupet
FR	L	Business & Decision	FR	L	Generale de Sante	FR	L	MR Bricolage
FR	L	Camaieu	FR	L	GFI Informatique	FR	L	Natixis
FR	L	Canal+	FR	L	GIFI	FR	L	Neopost
FR	L	Cap Gemini	FR	L	GL Events	FR	L	Nexans
			FR	L	Grand Marnier	FR	L	Nexity
			FR	L	Groupe CRIT	FR	L	NextRadioTV
			FR	L	Groupe Danone	FR	L	Nicox

FR	L	Norbert Dentressangle	FR	L	Synergie	FR	NL	Disposelec
FR	L	NRJ Group	FR	L	Technicolor	FR	NL	DRTP
FR	L	Octo Technology	FR	L	Technip	FR	NL	ECCS
FR	L	Olympique Lyonnais	FR	L	TF1	FR	NL	ECF CER CA
FR	L	Orpea	FR	L	Thales	FR	NL	Fonderie de la Bruche
FR	L	Outremer Telecom	FR	L	Theolia	FR	NL	GCE
FR	L	Pages Jaunes	FR	L	Thermador Groupe	FR	NL	Genty
FR	L	Parrot Promesses	FR	L	Tonnellerie Francois Freres	FR	NL	Germat
FR	L	Pernod Ricard	FR	L	Total	FR	NL	Gescop (Barco+GAT+Taxicop)
FR	L	Pierre Vacances	FR	L	Toupargel-Agrigel	FR	NL	Hydrokarst
FR	L	Pinault Printemps	FR	L	Transgene	FR	NL	ID Formation
FR	L	Plastic Omnium	FR	L	Trigano	FR	NL	Imcarvau
FR	L	Poweo	FR	L	U10	FR	NL	Instep Formation
FR	L	PSA Peugeot Citroen	FR	L	Ubisoft Entertainment	FR	NL	ISRA
FR	L	Publicis Groupe	FR	L	Unibail	FR	NL	Juratri
FR	L	Radiall	FR	L	Union Financiere de France	FR	NL	La Moderne
FR	L	Rallye	FR	L	Valeo	FR	NL	Lamanage de Marseille
FR	L	Recylex	FR	L	Vallourec	FR	NL	L'Audacieuse
FR	L	Remy Cointreau	FR	L	Velcan Energy	FR	NL	Le Chèque Déjeuner
FR	L	Renault	FR	L	Veolia Environnement	FR	NL	Le Monde
FR	L	Rexel	FR	L	Vermandoise de Sucreries	FR	NL	Le Relais
FR	L	Rhodia	FR	L	Vétoquinol	FR	NL	Les Charpentiers de Paris
FR	L	Robertet	FR	L	Vicat	FR	NL	Les Maçons Parisiens
FR	L	Rodriguez Group	FR	L	Viel et Compagnie	FR	NL	Les Solidaires
FR	L	Rubis	FR	L	Vilmorin Clause	FR	NL	LS Service
FR	L	Safran	FR	L	Vinci	FR	NL	L'Union des Forgerons
FR	L	Saft Groupe	FR	L	Virbac	FR	NL	Mader
FR	L	Saga	FR	L	Vivendi	FR	NL	Maison Coopérative de Retz
FR	L	Saint Gobain	FR	L	VM Materiaux	FR	NL	Mateloc
FR	L	Samse	FR	L	Vranken-Pommery	FR	NL	M-RY
FR	L	Sanofi-Aventis	FR	L	Zodiac	FR	NL	Pamco
FR	L	Sartorius Stedim Biosystems	FR	NL	Acéries de Ploërmel	FR	NL	Parc Zoologique d'Amneville
FR	L	Schneider Electric	FR	NL	Acome	FR	NL	Parcs et Sports
FR	L	SCOR	FR	NL	Adrep	FR	NL	Procar Demas
FR	L	SEB	FR	NL	AEL	FR	NL	Recapé
FR	L	Seche Environnement	FR	NL	AEML	FR	NL	SCETEC
FR	L	Sechilienne-Sidec	FR	NL	ALMA	FR	NL	Scopelec
FR	L	SeLogger.com	FR	NL	Alstef	FR	NL	Scoproxim
FR	L	Sequana	FR	NL	ANER	FR	NL	Scotnet
FR	L	SIIC de Paris	FR	NL	ASCA	FR	NL	Scotpa
FR	L	Silic	FR	NL	ATGT	FR	NL	SNA Aréacem
FR	L	SMTPC	FR	NL	Aubelec	FR	NL	SNAT
FR	L	Société Générale	FR	NL	Auchan	FR	NL	SNDF
FR	L	Sodexho Alliance	FR	NL	AVM Dépannage	FR	NL	SNTPP
FR	L	Soitec	FR	NL	Bourgeois	FR	NL	Socotec
FR	L	Somfy	FR	NL	Bouyer-Leroux	FR	NL	Sogenor
FR	L	Sopra	FR	NL	Cap Services	FR	NL	Sogreah
FR	L	Sperian Protection	FR	NL	CEFF	FR	NL	SOPCZ
FR	L	Spir Communication	FR	NL	Ceva Santé Animale	FR	NL	Sorapel
FR	L	SR Teleperformance	FR	NL	Cie Jo Bithume	FR	NL	Spie Batignolles
FR	L	Stallergenes	FR	NL	CITEL	FR	NL	STPEE
FR	L	StéFermière Casino de Cannes	FR	NL	CMEG – Bâtisseurs d'Innovations	FR	NL	Techniques Prod.Conditionnement
FR	L	STEF-TFE	FR	NL	COMBO	FR	NL	Théâtre 95
FR	L	Sucrière Pithiviers	FR	NL	COMEC	FR	NL	Titi Floris
FR	L	Suez Environnement	FR	NL	Construction Côte d'Emeraude	FR	NL	Union Travaux PACA
FR	L	Sword Group	FR	NL	De Sangosse			

FR NL UTB

GREECE

GR L Aegean Airlines
 GR L Agricultural Bank of Greece
 GR L Alapis
 GR L Alfa-Beta Vassilopoulos
 GR L Alpha Bank
 GR L Anek Lines
 GR L Aspis Bank
 GR L Astir Palace Vouliagmenis
 GR L Athens Water Supply & Sewerage
 GR L Attica Holdings
 GR L Autohellas
 GR L Babis Vovos
 GR L Bank of Attica
 GR L Bank of Piraeus
 GR L Coca-Cola Hellenic
 GR L Creta Farm
 GR L Crown Hellas Can
 GR L EFG Eurobank Ergasias
 GR L Ellaktor
 GR L Elmec Sport
 GR L Emporiki Bank of Greece
 GR L Euromedica
 GR L Folli-Follie
 GR L Forthnet
 GR L Fourlis
 GR L Frigoglass
 GR L GEK Terna
 GR L General Bank of Greece
 GR L Gr. Sarantis
 GR L Greek Postal Savings Bank
 GR L Halcor Metal Works
 GR L Hellenic Duty Free Shops
 GR L Hellenic Exchanges Holding
 GR L Hellenic Petroleum
 GR L Hellenic Telecom OTE
 GR L Heracles General Cement
 GR L Hygeia Center
 GR L Iaso
 GR L Ideal Group (Intralot)
 GR L Info-Quest
 GR L Intracom
 GR L J&P Avax
 GR L Jumbo
 GR L Karelia Tobacco
 GR L Lambrakis Press
 GR L Lamda Development
 GR L M.J. Maillis
 GR L Marfin Financial Group
 GR L Metka
 GR L Michaniki
 GR L Miller Group (Minoan Lines)
 GR L Motor Oil Corinth Refineries

GR L Mytilineos Holdings
 GR L National Bank of Greece
 GR L Nireus
 GR L Opap
 GR L Piraeus Port Authority
 GR L Proton Bank
 GR L Public Power Corporation
 GR L S&B Industrial Minerals
 GR L Sfakianakis
 GR L Sidenor Steel Products
 GR L Technical Olympics
 GR L Teletipos
 GR L Terna Energy
 GR L Thessaloniki Port Authority
 GR L Thessaloniki Water
 GR L Titan Cement
 GR L Viohalco
 GR L Vivartia

HUNGARY

HU L Állami Nyomda
 HU L Danubius
 HU L Egis
 HU L Elmű
 HU L Emasz
 HU L FHB
 HU L FOTEX
 HU L Magyar Telekom
 HU L MOL
 HU L OTP Banka
 HU L Richter
 HU L TVK
 HU NL Erdert
 HU NL Herend Manufactory
 HU NL Marylla
 HU NL Masped
 HU NL Mogürt
 HU NL Pécsi Geodéziai és Térképészeti
 HU NL Pemű
 HU NL Rehab
 HU NL Uvaterv

IRELAND

IE L Abbey
 IE L Aer Lingus
 IE L Allied Irish Banks
 IE L Anglo Irish Bank
 IE L Bank of Ireland
 IE L C&C Group
 IE L CPL Resources
 IE L CRH
 IE L DCC
 IE L Elan Corporation
 IE L FBD Holdings

IE L Fyffes
 IE L Glanbia
 IE L Grafton Group
 IE L Greencore Group
 IE L Icon Clinical
 IE L Independent News & Media
 IE L Irish Continental Group
 IE L Irish Life & Permanent
 IE L Kenmare Resources
 IE L Kerry Group
 IE L Kingspan Group
 IE L McInerney Holdings
 IE L Origin Enterprises
 IE L Paddy Power
 IE L Petroceltic International
 IE L Providence Resources
 IE L Readymix
 IE L Ryanair Holdings
 IE L Smurfit Kappa Group
 IE L Total Produce
 IE L United Drug
 IE L Vislink
 IE L Waterford Wedgwood
 IE NL BCM Holding (Eircom)

ITALY

IT L A2A
 IT L Acea
 IT L AcegasAps
 IT L Acotel
 IT L Acque Potabili
 IT L Actelios
 IT L Aedes
 IT L Aicon
 IT L Alerion
 IT L Amplifon
 IT L Ansaldo STS
 IT L Antichi Pellettieri
 IT L Apulia Prontoprestito
 IT L Ascopiave
 IT L Astaldi
 IT L Atlantia
 IT L Autogrill
 IT L Autostrada Torino Milano
 IT L Azimut Holding
 IT L Banca Carige
 IT L Banca Finnat
 IT L Banca Generali
 IT L Banca IFIS
 IT L Banca MPS
 IT L Banca Pop di Spoleto
 IT L Banca Pop Emil Romagna
 IT L Banca Pop Etrur Lazio
 IT L Banca Pop Milano
 IT L Banca Pop Sondrio

IT	L	Banca Profilo	IT	L	Hera	IT	L	Sol
IT	L	Banco Desio Brianza	IT	L	IGD	IT	L	Sorin
		Banco Pop Italiana (Banca di	IT	L	Il Sole 24 Ore	IT	L	Stefanel
IT	L	Lodi)	IT	L	IMA	IT	L	Telecom Italia
IT	L	Bastogi	IT	L	Immsi	IT	L	Telecom Italia Media
IT	L	Beghelli	IT	L	Impregilo	IT	L	Terna
IT	L	Benetton	IT	L	Indesit	IT	L	Tiscali
IT	L	Beni Stabili	IT	L	Interpump Group	IT	L	Tod's
IT	L	Biesse	IT	L	Intesa San Paolo	IT	L	Trevi Group
IT	L	BIM	IT	L	IPI	IT	L	Trevisan Cometal
IT	L	Bonifiche Ferraresi	IT	L	Iride	IT	L	UBI Banca
IT	L	Brembo	IT	L	Italcementi	IT	L	UniCredito Italiano
IT	L	Bulgari	IT	L	Italmobiliare	IT	L	Unipol
IT	L	Buongiorno Vitaminic	IT	L	Juventus FC	IT	L	Vianini Lavori
IT	L	Buzzi Unicem	IT	L	KME Group	IT	L	Vittoria Assicurazioni
IT	L	Cairo Communication	IT	L	Landi Renzo	IT	L	Yoox
IT	L	Caltagirone Editore	IT	L	Lottomatica	IT	L	Zignago Vetro
IT	L	Camfin	IT	L	Luxottica Group	IT	NL	3elle La Lavorazione del Legno
IT	L	Campari	IT	L	Maire Tecnimont	IT	NL	CCPL
IT	L	Carraro	IT	L	Management & Capitali	IT	NL	Cooperativa Edile Appennino
IT	L	Cattolica Assicurazioni	IT	L	Mariella Burani	IT	NL	Cefla
IT	L	Cementir	IT	L	Marr	IT	NL	Cercostruzioni
IT	L	Class Editori	IT	L	Mediaset	IT	NL	Cisagest
IT	L	Cofide	IT	L	Mediobanca	IT	NL	Coop Muratori Sterratori ed Affini
IT	L	Compagnie Industriali Riunite	IT	L	Mediolanum	IT	NL	Colser Servizi
IT	L	Credem	IT	L	Milano Assicurazioni	IT	NL	CONAST
IT	L	Credito Artigiano	IT	L	Mondadori Editore	IT	NL	Conscoop
IT	L	Credito Bergamasco	IT	L	Nice	IT	NL	Consorzio Coop. Construzioni
IT	L	Credito Valtellinese	IT	L	Panariagroup	IT	NL	Consorzio Etruria
IT	L	DADA	IT	L	Parmalat	IT	NL	Consorzio Veneto Cooperativo
IT	L	Danieli	IT	L	Permasteelisa	IT	NL	Coop Costruzioni
IT	L	Datalogic	IT	L	Piaggio	IT	NL	Coop Italiana di Ristorazione
IT	L	De Longhi	IT	L	Pininfarina	IT	NL	Coop Muratori e Braccianti di
IT	L	Diasorin	IT	L	Pirelli	IT	NL	Carpi
IT	L	DMT	IT	L	Pirelli Real Estate	IT	NL	Cooperativa Ceramica d'Imola
IT	L	Edison	IT	L	Poligrafici Editoriale	IT	NL	Cooperativa di Costruzioni
IT	L	EEMS Italia	IT	L	Poltrona Frau	IT	NL	Cooperativa Muratori e Cementisti
IT	L	Elica	IT	L	Premafin Fin Hp	IT	NL	Coopsette
IT	L	Enel	IT	L	Premuda	IT	NL	Cormo
IT	L	Engineering Ingegneria	IT	L	Prysmian	IT	NL	CPL Concordia
IT	L	Eni	IT	L	RCS MediaGroup	IT	NL	Edil Atellana
IT	L	Enia	IT	L	Recordati	IT	NL	ICEL
IT	L	ERG	IT	L	Reply	IT	NL	ITER
IT	L	Esprinet	IT	L	Risanamento	IT	NL	IVV Industria Vetraria Valdarnese
IT	L	Fastweb	IT	L	Sabaf	IT	NL	La Cascina
IT	L	Fiat	IT	L	SAES Getters	IT	NL	Manutencoop
IT	L	Fiera Milano	IT	L	Safilo Group	IT	NL	Servizio Autonoleggio con Autista
IT	L	Finmeccanica	IT	L	Saipem	IT	NL	Sacmi
IT	L	Fondiaria-SAI	IT	L	Saras	IT	NL	Societa Autocoperative Trasporti
IT	L	Gas Plus	IT	L	Save	IT	NL	Sorgeva
IT	L	Generali Assicurazioni	IT	L	SEAT Pagine Gialle	IT	NL	Team Service
IT	L	Geox	IT	L	SIAS	IT	NL	Unieco
IT	L	Gewiss	IT	L	SNAI			
IT	L	GranitiFiandre	IT	L	Snam Rete Gas			
IT	L	Gruppo Coin	IT	L	Socotherm			
IT	L	Gruppo Editoriale l'Espresso	IT	L	Sogefi			

LITUANIA

LT L Lietuvos Dujos

LT L Lietuvos Electrine
 LT L Lietuvos Energija
 LT L Lietuvos Telekomas
 LT L Lifosa
 LT L Rokiskio Suris
 LT L RST Rytu Skirstomieji Tinklai
 LT L Sanitas
 LT L Ukio Bankas
 LT L VST

LUXEMBURG

LU L D'Amico
 LU L Foyer
 LU L Gagfah
 LU L GlobeOp Financial
 LU L Logwin
 LU L Orco Germany
 LU L RTL Group
 LU L SAF-Holland
 LU L SES Global
 LU L Socfinal
 LU L Tenaris

LATVIA

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

MALTA

MT L Bank of Valletta
 MT L FIMBank
 MT L HSBC Bank Malta
 MT L International Hotels Investments
 MT L Maltacom

NETHERLANDS

NL L Aalberts
 NL L Accell
 NL L Aegon
 NL L Ahold
 NL L Akzo Nobel
 NL L AMG
 NL L Arcadis
 NL L Arcelor Mittal
 NL L ASM International
 NL L ASML
 NL L Ballast Nedam
 NL L BAM
 NL L Beter Bed
 NL L Boskalis
 NL L Brunel
 NL L CNH Global
 NL L Corio
 NL L Crucell
 NL L CSM
 NL L Draka
 NL L DSM
 NL L EADS
 NL L EFES Breweries International
 NL L Eurocommercial Properties
 NL L Exact
 NL L Fugro
 NL L Funcom
 NL L Gamma
 NL L Gemalto
 NL L Grontmij
 NL L Heijmans
 NL L Heineken
 NL L HES
 NL L Holland Colours
 NL L Hunter Douglas
 NL L IFCO Systems
 NL L Imtech
 NL L ING
 NL L InnoConcepts
 NL L Kardan
 NL L Kas Bank
 NL L Kendrion
 NL L KPN
 NL L Lycos Europe
 NL L Macintosh
 NL L Mediq
 NL L Nedap
 NL L Nutreco
 NL L Oce
 NL L Ordina
 NL L Pharming
 NL L Philips Electronics
 NL L Qiagen
 NL L Randstad Holding
 NL L Reed Elsevier NV
 NL L SBM Offshore
 NL L Sligro
 NL L Smartrac
 NL L Smit Internationale
 NL L SNS Reaal
 NL L Stern
 NL L STMicroelectronics
 NL L Telegraaf
 NL L Ten Cate
 NL L TKH (Twentsche Kabel)
 NL L TNT
 NL L TomTom
 NL L Unilever NV
 NL L Unit 4 Agresso
 NL L USG People
 NL L Van der Moolen
 NL L Van Lanschot
 NL L Vopak

NL L Wavin
 NL L Wegener
 NL L Wessanen
 NL L Wolters Kluwer
 NL NL Atrive
 NL NL Witteveen en Bos

NORWAY

NO L ABG Sundal Collier
 NO L Acergy
 NO L Acta Holding
 NO L AF Gruppen
 NO L AGR Group
 NO L Aker ASA
 NO L Aker BioMarine
 NO L Aker Seafoods
 NO L Aker Solutions
 NO L Aktiv Kapital
 NO L Algeta
 NO L American Shipping
 NO L Arendals Fossekompani
 NO L Atea
 NO L Austevoll Seafood
 NO L Bakkafrost
 NO L Blom
 NO L BWG Homes
 NO L Camillo Eitzen
 NO L Cermaq
 NO L Copeinca
 NO L Deep Sea Supply
 NO L Det Norske
 NO L DnB NOR
 NO L DNO
 NO L DOF
 NO L EDB Business Partner
 NO L Eidesvik Offshore
 NO L Eitzen Chemical
 NO L Ekornes
 NO L ElectroMagnetic GeoServices
 NO L Eltek
 NO L Farstad Shipping
 NO L Fred Olsen Energy
 NO L Fred. Olsen Production
 NO L Frontline
 NO L Ganger Rolf
 NO L GC Rieber Shipping
 NO L Golar LNG
 NO L Grieg Seafood
 NO L Hafslund
 NO L Hurtigruten
 NO L Ignis
 NO L Kongsberg Automotive
 NO L Kongsberg Gruppen
 NO L Kverneland
 NO L Leroy Seafood

PT L Sonae Industria
 PT L Sonaecom
 PT L Teixeira Duarte
 PT L Toyota Caetano

ROMANIA

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

SLOVAKIA

SK L OTP Banka
 SK L Slovnaft
 SK L Tatra banka
 SK L Vseobecna Uverova Banka
 SK NL Kovotvar Kutý
 SK NL Vzor
 SK NL Vzorodev

SLOVENIA

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

SWEDEN

SV L AarhusKarlshamn
 SV L AcadeMedia

SV L Active Biotech
 SV L Addtech
 SV L AF Consult (Angpannefoeren)
 SV L Alfa Laval
 SV L Anoto Group
 SV L Assa Abloy
 SV L Atlas Copco
 SV L Atrium Ljungberg
 SV L Autoliv
 SV L Avanza
 SV L Axfood
 SV L Axis
 SV L B&B Tools (Bergman & Beving)
 SV L Ballingslöv International
 SV L BE Group
 SV L Beijer
 SV L Beijer Alma
 SV L Betsson
 SV L Bilia
 SV L Billerud
 SV L BioInvent International
 SV L Biovitrum
 SV L Boliden
 SV L Brinova
 SV L Cardo
 SV L Castellum
 SV L Cision
 SV L Clas Ohlson
 SV L Cloetta Fazer
 SV L Concordia Maritime
 SV L Diamyd Medical
 SV L Duni
 SV L Electrolux
 SV L Elekta
 SV L Eniro
 SV L Ericsson
 SV L Fabegge
 SV L Fagerhult
 SV L FastPartner
 SV L Getinge
 SV L Gunnebo
 SV L Haldex
 SV L Heba Fastighets
 SV L Hemtex
 SV L Hennes and Mauritz
 SV L Hexagon
 SV L Hexpol
 SV L HiQ International
 SV L Höganäs
 SV L Holmen
 SV L HQ (Hagströmer & Qviberg)
 SV L Hufvudstaden
 SV L Husqvarna
 SV L IBS
 SV L IFS
 SV L Indutrade

SV L Intrum Justitia
 SV L JM
 SV L KappAhl Holding
 SV L Klövern
 SV L Kungsleden
 SV L Latour
 SV L Lindab International
 SV L Loomis
 SV L Lundbergs
 SV L Lundin Petroleum
 SV L Meda
 SV L Medivir
 SV L Mekonomen
 SV L Metro International
 SV L Micronic Laser System
 SV L Millicom International Cellular
 SV L Modern Times Group
 SV L Morphic Technologies
 SV L Munters
 SV L NCC
 SV L NeoNet
 SV L Net Entertainment
 SV L Net Insight
 SV L New Wave Group
 SV L NIBE
 SV L Niscayah
 SV L Nobia
 SV L Nordea Bank
 SV L Nordnet
 SV L Orc Software
 SV L Orexo
 SV L Oriflame
 SV L Peab
 SV L Q-Med
 SV L Retail and Brands
 SV L Rezidor Hotel Group
 SV L Saab Technologies
 SV L Sandvik
 SV L SCA
 SV L Scania
 SV L SEB
 SV L Seco Tools
 SV L Sectra
 SV L Securitas
 SV L Skanditek
 SV L Skanska
 SV L SKF
 SV L SkiStar
 SV L SSAB
 SV L Studsvik
 SV L Svenska Handelsbanken
 SV L Sweco
 SV L Swedbank
 SV L Swedish Match
 SV L Systemair
 SV L Technology Nexus

SV L Tele2
 SV L TeliaSonera
 SV L TradeDoubler
 SV L Transcom WorldWide
 SV L Trelleborg
 SV L Trigon Agri
 SV L Unibet SDB
 SV L Volvo
 SV L Wallenstam
 SV L Wihlborgs Fastigheter

UK L BG Group
 UK L BHP Billiton plc
 UK L Big Yellow
 UK L Blacks Leisure
 UK L Bloomsbury Publishing
 UK L Bodycote
 UK L Booker
 UK L Borders & Southern Petroleum
 UK L Bovis Homes
 UK L BowLeven

UK L Clinton Cards
 UK L Clipper Windpower
 UK L Close Brothers
 UK L CLS Holdings
 UK L Cobham
 UK L Collins Stewart
 UK L Colt Telecom
 UK L Compass
 UK L Computacenter
 UK L Connaught

UNITED KINGDOM

UK L 888 Holdings
 UK L A.G. Barr
 UK L Abcam
 UK L Accsys Technologies
 UK L Admiral
 UK L Aegis
 UK L Aero Inventory
 UK L AGA Rangemaster
 UK L Aggreko
 UK L Alexon Group
 UK L Alizyme
 UK L Amec
 UK L Amlin
 UK L Anglo American
 UK L Anite
 UK L Antisoma
 UK L Arena Leisure
 UK L Ark Therapeutics
 UK L Arm Holdings
 UK L Arriva
 UK L Ashtead
 UK L ASOS
 UK L AssetCo
 UK L Associated British Foods
 UK L Assura
 UK L AstraZeneca
 UK L Atkins (WS)
 UK L Autonomy
 UK L Avanti Communications
 UK L Aveva
 UK L Avis Europe
 UK L Aviva
 UK L Avocet Mining
 UK L Axis-Shield
 UK L Babcock International
 UK L BAE Systems
 UK L Balfour Beatty
 UK L Barclays
 UK L Barratt Developments
 UK L BBA
 UK L Beazley
 UK L Bellway
 UK L Berkeley

UK L BP
 UK L Bradford & Bingley
 UK L Brammer
 UK L Brewin Dolphin
 UK L Brit Insurance
 UK L British Airways
 UK L British American Tobacco
 UK L British Land
 UK L British Polythene Industries
 UK L British Sky Broadcasting
 UK L British Telecom
 UK L Britvic
 UK L BSS
 UK L BTG
 UK L Bunzl
 UK L Burberry
 UK L Cable & Wireless
 UK L Cable & Wireless Worldwide
 UK L Cadbury
 UK L Cairn Energy
 UK L Camellia
 UK L Cape
 UK L Capita
 UK L Capital & Regional
 UK L Capital Shopping Centres
 UK L Care UK
 UK L CareTech Holdings
 UK L Carillion
 UK L Carpetright
 UK L Cattles
 UK L Centaur Media
 UK L Centrica
 UK L Ceres Power
 UK L Charles Stanley
 UK L Charles Taylor Consulting
 UK L Charter
 UK L Chaucer Holdings
 UK L Chemring
 UK L Chesnara
 UK L Chime Communications
 UK L Chloride
 UK L Chrysalis
 UK L Cineworld Group
 UK L Clapham House
 UK L Clarkson

UK L Consort Medical
 UK L Cookson
 UK L Corin
 UK L Costain
 UK L CPP Group
 UK L Cranswick
 UK L Croda International
 UK L CSR
 UK L Cyril Sweett
 UK L Daily Mail & General
 UK L Dairy Crest
 UK L Daisy Group
 UK L Dana Petroleum
 UK L Dart
 UK L DataCash Group
 UK L Davis Service
 UK L De La Rue
 UK L Debenhams
 UK L Dechra Pharmaceuticals
 UK L Derwent London
 UK L Desire Petroleum
 UK L Development Securities
 UK L Devro
 UK L Diageo
 UK L Dignity
 UK L Dimension Data
 UK L Diploma
 UK L Domino Printing Sciences
 UK L Dominos Pizza
 UK L Drax
 UK L DS Smith
 UK L DSG International
 UK L DTZ Holdings
 UK L Dunelm
 UK L e2v Technologies
 UK L Eaga Partnership
 UK L EasyJet
 UK L EcoSecurities
 UK L Egdon Resources
 UK L Electrocomponents
 UK L Elementis
 UK L Emis Group
 UK L EnQuest
 UK L Enterprise Inns
 UK L Eros International
 UK L Euromoney Institutional Investor

UK	L	European Islamic Investment Bank	UK	L	Home Retail	UK	L	Logica
UK	L	European Nickel	UK	L	Homeserve	UK	L	London Security
UK	L	Evolution	UK	L	Howden Joinery	UK	L	London Stock Exchange
UK	L	Experian	UK	L	HSBC	UK	L	Lonmin
UK	L	F&C Asset Management	UK	L	Hunting	UK	L	Lookers
UK	L	Fairpoint	UK	L	Huntsworth	UK	L	Low & Bonar
UK	L	Faroe Petroleum	UK	L	Hyder Consulting	UK	L	LSL Property Services
UK	L	Fenner	UK	L	Icap	UK	L	Luminar
UK	L	Fiberweb	UK	L	IG Group	UK	L	Lupus Capital
UK	L	Fidessa	UK	L	Imagination Technologies	UK	L	M.P. Evans
UK	L	Filtrona	UK	L	IMI	UK	L	Majestic Wine
UK	L	Findel	UK	L	Immunodiagnostic Systems	UK	L	Man Group
UK	L	FirstGroup	UK	L	Imperial Tobacco	UK	L	Manganese Bronze Holding
UK	L	Forth Ports	UK	L	Inchcape	UK	L	Marks & Spencer
UK	L	French Connection	UK	L	Informa	UK	L	Marshalls
UK	L	Friends Provident	UK	L	Inmarsat	UK	L	Marston's
UK	L	Fuller, Smith & Turner	UK	L	Innovation	UK	L	Max Petroleum
UK	L	Future	UK	L	Intec Telecom Systems	UK	L	May Gurney
UK	L	g4s	UK	L	InterContinental Hotels	UK	L	McBride
UK	L	Galliford Try	UK	L	Intermediate Capital	UK	L	McKay Securities
UK	L	Game Group	UK	L	International Greetings	UK	L	Mears
UK	L	GCM Resources	UK	L	International Personal Finance	UK	L	Mecom
UK	L	Genus	UK	L	International Power	UK	L	Meggitt
UK	L	GKN	UK	L	Interserve	UK	L	Melrose
UK	L	GlaxoSmithKline	UK	L	Intertek	UK	L	Melrose Resources
UK	L	Go-Ahead	UK	L	Invensys	UK	L	Michael Page
UK	L	Goals Soccer Centres	UK	L	Investec plc	UK	L	Micro Focus
UK	L	Grainger Trust	UK	L	IP Group	UK	L	Millennium & Cophorne
UK	L	Great Portland Estates	UK	L	ITE	UK	L	Minerva
UK	L	Greene King	UK	L	ITM Power	UK	L	Misys
UK	L	Greggs	UK	L	ITV	UK	L	Mitchells & Butlers
UK	L	Guinness Peat	UK	L	James Fisher & Sons	UK	L	Mitie
UK	L	Halfords	UK	L	James Halstead	UK	L	Mondi
UK	L	Halma	UK	L	Jardine Lloyd Thompson Group	UK	L	Moneysupermarket.com
UK	L	Hammerson	UK	L	JD Sports Fashion	UK	L	Morgan Crucible
UK	L	Hampson Industries	UK	L	JJB Sports	UK	L	Morgan Sindall
UK	L	Hamworthy	UK	L	JKX Oil & Gas	UK	L	Morrisons
UK	L	Hansard Global	UK	L	John Menzies	UK	L	Morse
UK	L	Hardy Oil & Gas	UK	L	Johnson Matthey	UK	L	Mothercare
UK	L	Hargreaves Services	UK	L	Johnson Service	UK	L	Mouchel
UK	L	Hays	UK	L	Johnston Press	UK	L	MWB
UK	L	Headlam	UK	L	KCom	UK	L	N Brown
UK	L	Healthcare Locums	UK	L	Keller	UK	L	Nanoco Group
UK	L	Helical Bar	UK	L	Kesa Electricals	UK	L	National Express
UK	L	Helphire	UK	L	Kier	UK	L	National Grid
UK	L	Henderson	UK	L	Kingfisher	UK	L	Neovia (ex-NETeller)
UK	L	Henry Boot	UK	L	Kofax	UK	L	Nestor Healthcare
UK	L	Hikma Pharmaceuticals	UK	L	Ladbrokes	UK	L	New Carphone Warehouse
UK	L	Hill & Smith	UK	L	Laird	UK	L	Next
UK	L	Hilton Food	UK	L	Lamprell	UK	L	Nighthawk Energy
UK	L	Hiscox	UK	L	Land Securities	UK	L	Northern Foods
UK	L	HMV	UK	L	Laura Ashley	UK	L	Northgate
UK	L	Hochschild Mining	UK	L	Lavendon	UK	L	Northumbrian Water
UK	L	Hogg Robinson	UK	L	Legal & General	UK	L	Novae
UK	L	Holidaybreak	UK	L	Lloyds TSB (ex-HBOS)	UK	L	Numis Corporation
			UK	L	Lloyds TSB	UK	L	Old Mutual

UK	L	Optos	UK	L	RPC	UK	L	Ted Baker
UK	L	Oxford Advanced Surface	UK	L	RPS	UK	L	Telecity
UK	L	Oxford Biomedica	UK	L	RSA	UK	L	Telecom plus
UK	L	Pace	UK	L	SABMiller	UK	L	Telford Homes
UK	L	Paragon	UK	L	Sage	UK	L	Terrace Hill
UK	L	PartyGaming	UK	L	Sainsbury	UK	L	Tesco
UK	L	PayPoint	UK	L	Salamander Energy	UK	L	Thomas Cook
UK	L	Pearson	UK	L	Savills	UK	L	Titan Europe
UK	L	Pendragon	UK	L	Scott Wilson	UK	L	Tomkins
UK	L	Pennon	UK	L	Scottish & Southern Energy	UK	L	Topps Tiles
UK	L	Persimmon	UK	L	SDL	UK	L	Travis Perkins
UK	L	Petrofac	UK	L	Segro	UK	L	Trinity Mirror
UK	L	Phoenix IT	UK	L	Senior	UK	L	TT Electronics
UK	L	Playtech	UK	L	Serco	UK	L	TUI Travel
UK	L	Premier Farnell	UK	L	Serica Energy	UK	L	Tullett Prebon
UK	L	Premier Foods	UK	L	Severfield-Rowen	UK	L	Tullow Oil
UK	L	Premier Oil	UK	L	Severn Trent	UK	L	UK Coal
UK	L	Prezzo	UK	L	Shaftesbury	UK	L	UK Mail
UK	L	ProStrakan	UK	L	Shanks	UK	L	Ultra Electronics
UK	L	Provident Financial	UK	L	Shire	UK	L	Umeco
UK	L	Prudential	UK	L	Shore Capital	UK	L	Unilever plc
UK	L	Psion	UK	L	SIG	UK	L	Uniq
UK	L	Punch Taverns	UK	L	Signet	UK	L	Unite Group
UK	L	Pursuit Dynamics	UK	L	Skyepharm	UK	L	United Business Media
UK	L	PV Crystalox	UK	L	Smith & Nephew	UK	L	United Utilities
UK	L	PZ Cussons	UK	L	Smiths	UK	L	UTV
UK	L	QinetiQ	UK	L	Smiths News	UK	L	Vectura
UK	L	R.E.A.Holdings	UK	L	Soco International	UK	L	Vedanta
UK	L	RAB Capital	UK	L	Songbird Estates	UK	L	Vernalis
UK	L	Rank Group	UK	L	Southern Cross	UK	L	Victrex
UK	L	Rathbones	UK	L	Spectris	UK	L	Vitec
UK	L	Raymarine	UK	L	Speedy Hire	UK	L	Vodafone
UK	L	Reckitt Benckiser	UK	L	Speymill	UK	L	VP
UK	L	Record	UK	L	Spice Holdings	UK	L	VT Group
UK	L	Redrow	UK	L	Spirax-Sarco Engineer.	UK	L	Warner Estate
UK	L	Reed Elsevier plc	UK	L	Spirent	UK	L	Weir Group
UK	L	Regal Petroleum	UK	L	Sportingbet	UK	L	Wellstream
UK	L	Regus	UK	L	Sports Direct	UK	L	Wetherspoon
UK	L	Renishaw	UK	L	SSL International	UK	L	WH Smith
UK	L	Renovo	UK	L	St. Ives	UK	L	Whitbread
UK	L	Rensburg Sheppards	UK	L	St. James's Place	UK	L	William Hill
UK	L	Rentokil Initial	UK	L	St. Modwen Properties	UK	L	Wilmington Group
UK	L	Restaurant Group	UK	L	Stagecoach	UK	L	Wincanton
UK	L	Rexam	UK	L	Standard Chartered	UK	L	Wolfson Microelectronics
UK	L	Ricardo	UK	L	Standard Life	UK	L	Wolseley
UK	L	Rightmove	UK	L	Sterling Energy	UK	L	Wood Group (John)
UK	L	Rio Tinto	UK	L	Sthree	UK	L	WPP Group
UK	L	RM	UK	L	Stobart	UK	L	WSP Group
UK	L	Robert Walters	UK	L	STV	UK	L	WYG
UK	L	Robert Wiseman Dairies	UK	L	Styles & Wood	UK	L	Xaar
UK	L	Rockhopper Exploration	UK	L	SuperGroup	UK	L	Xchanging
UK	L	Rok	UK	L	Synergy Healthcare	UK	L	Xstrata
UK	L	Rolls-Royce	UK	L	Tanfield	UK	L	Yell Group
UK	L	Rotork	UK	L	Tarsus	UK	L	Young's
UK	L	Royal Bank of Scotland	UK	L	Tate & Lyle	UK	L	Yule Catto
UK	L	Royal Dutch Shell	UK	L	Taylor Wimpey	UK	L	ZincOx Resources

UK NL Arup Group
UK NL Bluefin Solutions – IT services
UK NL BOCM Pauls
UK NL Cambridge Nutritional Foods
UK NL Central Surrey Health
UK NL Doncasters
UK NL Golder Associates UK Ltd
UK NL Greenwich Leisure
UK NL Gripple
UK NL Halcrow
UK NL Highland Home Carers
UK NL Home Insulations Services
UK NL Ineos
UK NL John Lewis Partnership
UK NL Kite Packaging
UK NL Lindum Group
UK NL Loch Fyne Oysters
UK NL Mace Group
UK NL Make
UK NL Martin Currie
UK NL Miller Group
UK NL Mott MacDonald
UK NL PA Consulting Group
UK NL Palmer & Harvey, McLane
UK NL Parfett & Sons
UK NL School Trends
UK NL Score
UK NL Scott Bader
UK NL Steer Davies Gleave
UK NL Stemcor
UK NL Suma
UK NL Sunderland Home Care
UK NL Swann-Morton
UK NL Tullis Russell Group
UK NL UBH International
UK NL Unipart
UK NL Wilkin & Sons

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